

## **Your Strengths: Quick Self-Assessment (from Chapter 5)**

There are two parts to this assessment.

### **PART 1. YOUR STRENGTH PROFILE: INITIAL EXPLORATION**

Each of the following eight statements has four options for responding. Please select the option that best describes you. Mark that off in the grid at the end of the eight statements. If you have difficulty deciding between two statements, select one as your best description and you can also select the second best as well.

1. When faced with an unexpected challenge in meeting deadlines at work or school, my tendency is to
  - a. Focus on a plan for efficiency
  - b. Roll up my sleeves and finish what I set out to do
  - c. Ask or work with others to divide up the work
  - d. Enjoy the challenge itself and learn from it
  
2. As I look toward the future, the ideal career (or next step) for me would include more opportunity
  - a. For study and research
  - b. To accomplish important goals
  - c. To network and build professional relationships
  - d. To direct others on completing a project
  
3. When people come to me for suggestions, advice, or ideas, it tends to be for
  - a. Helping them with information or to analyze the situation
  - b. Helping them find a way to work through a challenge
  - c. Listening and support
  - d. Solve problems they have with influencing others
  
4. When left alone with my own thoughts, my mind generally goes to
  - a. Thinking and analysis
  - b. My to-do list and what I need to get done next
  - c. People I need to connect to
  - d. How I can get others to do what needs to get done
  
5. From the list below, select the adjective that people who know you well would most likely use to describe you
  - a. Analytical
  - b. Person of action
  - c. Social
  - d. Influential
  
6. From the list below, select the type of person or hero that you aspire to be most like

- a. An inventor who designed a successful patent
  - b. An explorer who discovered a new land or vista
  - c. A teacher who helped many grow
  - d. Contributed to an agency that improved the world
7. Which of the types of books or magazines do you most prefer to browse if you have the time?
- a. Science, new ideas, new discoveries
  - b. Do-it-yourself guides, manuals, cookbooks
  - c. Social activities, community happenings, meet-ups
  - d. Success in business or self-improvement
8. In which type of organization would you be most likely to thrive and advance in your career?
- a. Think tank where I would work with data analytics or new technology
  - b. Manufacturing or construction where I get to use my hands every day
  - c. Service or customer-oriented where I interact with others
  - d. Any job where I show success in influencing others (for example, sales, marketing, teaching)

### Tabulating Your Responses

Place a mark that corresponds to your most preferred response to each of the eight items. After you make all marks, please tally the total of marks for each one. If you had difficulty and could not decide between your top two answers, please make a different mark for your second choice and include that as a “consideration” in your tally.

Item	Answered a	Answered b	Answered c	Answered d
1				
2				
3				
4				
5				
6				
7				
8				
Total				

Tally your totals in the columns. Note which columns have more marks to identify strength tendencies. The columns represent the four realms: (a) Thinking, (b) Doing, (c) Relating, and (d) Persuading.

Reflect on your responses and totals. There are several possible patterns:

- A particular strength realm (column) stood out clearly above the others.
- Your responses suggested that you have a tie between two top realms.
- Your responses indicate that you have a range of strengths with similar scores across three or four columns.

## PART 2. DETERMINING YOUR STRENGTH ORDER

Regardless of your pattern in Part 1, this next step can be helpful in further clarifying your strengths. First, read through each of the sections below. Number them from 1 to 4 based on how much you resonate, like, or feel that the section describes you.

RANK ORDER	
	I am someone who takes time to think through my actions, reflect on subjects I have read about, recall people and events, and make an effort to gain greater knowledge, insight, and understanding of the world around me.
	I am someone who prefers to dive into tasks, reach goals, and feel a sense of accomplishment from day to day. I like staying busy, and also prefer to organize my schedule and tasks as a way to achieve outcomes that I set out to achieve.
	I enjoy supporting others and finding ways to get people to get along, work together toward common goals, and feel part of a team or community. This means that I like to listen, make connections, and communicate.
	I am most satisfied when I can get others to do, think, or feel something because of something I said or did. I am fairly certain that others find me persuasive, influential, motivating, and maybe even inspiring at times.

Note: In order, the four sections represent (a) Thinking, (b) Doing, (c) Relating, and (d) Persuading.

FINAL STEP: As you review the results from Part 1 and Part 2, what conclusions do you draw about your profile and your dominant realm(s)?

## Emotional Intelligence (EI): Quick Self-Assessment (from Chapter 6)

*Instructions:* Using the following scale, rate as objectively as possible how well you typically display each behavior. Before responding, try to think of situations in which you have had the opportunity to use the ability (but don't labor too long over your answers). Answer with regard to how you *actually* behaved rather than how you *wish* you behaved.

Very Slight Ability		Moderate Ability		Very Strong Ability
1	2	3	4	5

- \_\_\_ 1. Recognize and express the emotions you're feeling.
- \_\_\_ 2. Show flexibility in dealing with changing circumstances.
- \_\_\_ 3. Demonstrate empathy and understanding of others' feelings.
- \_\_\_ 4. Share persuasive messages when communicating with others.
- \_\_\_ 5. Identify your strengths and limitations.
- \_\_\_ 6. Demonstrate self-control of emotions and impulses.
- \_\_\_ 7. Anticipate, recognize, and meet the needs of others.
- \_\_\_ 8. Effectively influence others' choices and actions.
- \_\_\_ 9. Reflect on your past experiences and learn from them.
- \_\_\_ 10. Show persistence in pursuing and achieving goals.
- \_\_\_ 11. Support growth and development in others.
- \_\_\_ 12. Negotiate and manage conflict with or between others.
- \_\_\_ 13. Display a reasonable level of self-confidence.
- \_\_\_ 14. Take ownership of your behavior and personal performance.
- \_\_\_ 15. Perceive a group's emotional climate and power relationships.
- \_\_\_ 16. Work collaboratively with others in a team context.

*Scoring: Enter your answer to each of the questions in the corresponding space.*

	1. ____	2. ____	3. ____	4. ____
	5. ____	6. ____	7. ____	8. ____
	9. ____	10. ____	11. ____	12. ____
	13. ____	14. ____	15. ____	16. ____
Subtotals	_____	_____	_____	_____
	<b><i>Self-Awareness</i></b>	<b><i>Self- Management</i></b>	<b><i>Social Awareness</i></b>	<b><i>Relationship Management</i></b>
		Self-Awareness _____		
		Self-Management _____		
		Social Awareness _____		
		Relationship Management _____		
		<b>TOTAL EI SCORE</b> _____		

*Interpretation:* This short survey provides some indication of your emotional intelligence (EI).

- If you received a **total score** of **65 or more**, you would be considered a person with **high EI**, an asset for leadership and influence with others.
- A score from **32 to 64** is **moderate** and means you have a solid foundation of EI on which to develop your leadership and influence capabilities.
- A score **31 or below** is **low** and indicates that you realize your EI skills need improvement in order to enhance your leadership and influence with others.
- For **each of the four components** of EI (self-awareness, self-management, social awareness, and relationship management), a score of **16 or above** would be considered **high**, a score **between 9 and 15** would be **moderate**, and a score of **8 or below** would be considered **low**.

## Resilience—Quick Self-Assessment: The Five Cs of Resilience (from Chapter 10)

There are three steps to this exercise:

**First**, rate your level of agreement with each of the following statements. The boldface items are more specific to a workplace setting.

- 1 = Strongly Disagree
- 2 = Disagree
- 3 = Neither Agree nor Disagree
- 4 = Agree
- 5 = Strongly Agree

Centering	Rating
I have healthy coping skills that give me perspective on life.	
I know how to slow down and take a break when I need to.	
<b>My coworkers and I work at an even pace, not rushed to deadlines.</b>	
I am more likely to pause and take a breath rather than react strongly if someone says something that irritates or angers me.	
Subtotal for <b>Centering</b>	
Confidence	
People I know would consider me competent and self-assured.	
I can handle most problems that come my way.	
<b>People at work believe that their work is important.</b>	
Faith and inner strength have helped me get through difficult times.	
Subtotal for <b>Confidence</b>	
Commitment	
When difficulties arise, I persist in solving things rather than giving up easily.	
My life has been a story where I have pursued the dreams and values that are important to me.	
<b>My coworkers and I can accomplish what we set our minds to.</b>	
I am a loyal and dedicated person in at least one area in my life (in such roles as a spouse, parent, religious participant, or employee).	
Subtotal for <b>Commitment</b>	
Compassion	
I recall a time recently where I helped someone who was going through a hardship or life problem.	
It is easy for me to feel pain or upset when someone I care about has similar feelings.	
<b>People at work show concern when problems happen in our families or wider community.</b>	
People I know consider me a kind, generous, or sympathetic person.	
Subtotal for <b>Compassion</b>	
Community	
There is at least one person in my life whom I can tell my troubles to.	
I have others who care for and support me.	
<b>People at work communicate well with each other.</b>	
During stressful times, I spend at least some time getting support from others rather than withdrawing and trying to "go it alone."	
Subtotal for <b>Community</b>	
<b>Overall Total</b> (Add the 5 Subtotals together)	

## Resilience: Quick Self-Assessment – Interpretation

What's most important in this assessment is your own interpretation of the results. Which of your scores were highest? Lowest? What surprised you? Consider how much you identified or resonated with each of the twenty phrases. Is there one C that stands out to you more than others? Which combination of phrases is most important to you?

Some guidelines to consider: The range of Total Scores on this assessment is 20 to 100. Scores of **80 and above** indicate a **strong** level of resilience. Consider how you might share with others the resilience practices that have helped you, and how you might support others who are struggling in this area.

Total Scores of **50 or less** indicate **room for growth**; consider reading and using the tools in Joel Bennett's book, *Raw Coping Power*, and other resources on resilience.

Total scores **between 51 and 79** would be **average**, and you might benefit from development of one or more of the Five Cs. If any of your Subtotals are 10 or less, you could benefit from some work in that area.

**Second**, review the five **bolded** phrases that are in the set of twenty statements. Note that these phrases refer to resilience in your **team or work group**. As you reflect on these five workplace or team-related statements, reflect on the following questions:

- Which of the Five Cs is strongest in your team or among your coworkers?
- For each of the Five Cs, who among your coworkers is the "best" or strongest at it?
- If you were to ask your coworkers, what would they say about the Five Cs in you? Which of the Five Cs would they suggest *you* are strongest in?
- Which of the Five Cs needs the most development in your team? In you?

Consider sharing this resilience survey with your coworkers and ask them to complete it. Then, get together to have a discussion. During that discussion, use your strengths and emotional intelligence skills to guide the discussion. Use this exercise to bring out the best self at work in yourself and others.

**Third**, meditate on each of the Five C areas in the following diagram and come up with your own word or phrase for each. You can use any word(s) you wish, whether or not it is shown in the boxed diagram. Following these exercises, ask yourself, what does resilience really mean to me? Journal whatever answer comes forth. Place sticky notes with key terms on your mirror, bulletin board, or other location where you'll see them often.

relaxed focused takin' a break  
 present inward coping reflecting  
 "breathe easy" meditate calm  
 concentrate self-care acceptance

## Centering

vacation solitude MANAGING tranquil  
 unwind slow down settle back  
 decompress ease prayer revitalized  
 'take it easy' hang loose recline  
 calm down refreshed "chillin"

caring help generous grace  
 supportive reaching out kindness  
 BENEVOLENT lending a hand  
 sympathy friendly humanitarian

## Compassion

hug generous NUDGE ALONG forgive  
 hospitality assist SELFLESS befriend  
 kind-hearted comforting charity  
 goodness empathy accommodate  
 loving encourage tender-hearted

goal-oriented PLANFUL achieving  
 problem-solving forward-thinking deliberate  
 PERSEVERE dedicated follow the dream  
 promise-keeper diligent decisive

## Commitment

sense of purpose handshake invested  
 responsible loyal DEVOTED mission  
 CALLING follow-through  
 deliver sworn carry out "take oath"  
 persist Vow clear direction EMPOWERED

COMPETENT effective hopeful  
 optimistic hardiness positive focus  
 FAITH courageous knowledgeable BOLD  
 assured willing assertive reliable

## Confidence

determined confronting TOUGH  
 certainty firmness FEARLESS fierce  
 re-assuring nerve backbone  
 brave audacious "look in the face"  
 adventurous gutsy lion-hearted

support meeting discussion  
 neighborhood area village commune  
 kinship unity identity spirit  
 cooperation team convergence

## Community

solidarity gathering "US" age-group  
 ethnic-group network Social Media  
 commonwealth club family  
 coming together "work it out"  
 fellowship union commons

(Adapted from Bennett, J. (2014). *Raw Coping Power: From Stress to Thriving*. Published by Organizational Wellness & Learning Systems, Ft. Worth, Texas. ISBN 9780991510207.)

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