

Scorecard 1 - PreTest

SELF ASSESSMENT

LEADING SELF & OTHERS : WHERE AM I AT?

Everybody has unique ways by which they do things and live their lives. Please take a moment to benchmark yourself to see where you are presently and where you ideally wish to be.

If there is a *significant gap** between your ideal desired state to where your present situation is at, it would be useful to consider using the tools from the working sessions to move you closer to where you would like to be.

**Since this is a self-assessment exercise, it would be entirely up to you to decide what is a "significant gap".*

It may also be useful to get somebody who knows you well personally to take this benchmarking exercise independently, for another useful perspective.

Part 1 My Present State

With the following items or statements, please give yourself a ranking of 1 to 6 depending on where you perceive you are at presently:

1. **No evidence** of the skill, behaviour or quality perceptible
2. **Initial signs** of skill, behaviour or quality
3. **Novice level:** Inconsistent, even clumsy, use of skill, behaviour or quality
4. **Consistent and effective evidence** of skill, behaviour or quality; resulting in predictable outcomes
5. **Elegant** exhibition of skill, behaviour or quality; minimum used for maximum effect
6. **Masterful** display of skill, behaviour or quality; ability to facilitate it and/or to further refine it



INTENTIONAL LIVING 2021

Name: _____

Date: _____

Skill Area	My Present State: <i>How I see myself</i>	*My Desired State: <i>How I value this</i>	My Present State: <i>How others see me</i>
Inspiring & motivating			
Listening			
Questioning			
Empathy & building rapport			
Handling objections or difficult personalities			
Negotiations			
Managing reactivity & conflict			
Managing change			
Making decision			
Taking action			
Belief in self			
Belief in others			
Celebrating achievement			
Collaborating & cooperating			
Creativity & innovation			
Totals: (maximum is 90)			
Additional skill area:			
Additional skill area:			
Additional skill area:			

Part 2***My Desired State**

Score this last column according to how important developing this skill is to you as an intentional leader. It can be as high as 6, or as low as what is *My Present State (How I See Myself)* score. The “gap” from *My Present State* score to that of *My Desired State* is your development opportunity. This provides you with a tangible gap to “measure” your progress during your regular reflection and review of your Life Plan, which in turn helps you choose those areas of focus in your *Intentional Living* journey.

Part 3**Another Perspective**

When you invite an individual you trust will give you honest feedback (eg spouse or children or trusted friend/colleague), please use the document *Feedback - How you see me* for them to complete. You can choose to transfer their mean scores (if you invited more than one individual) here in this third column.

Optional opportunity: It is interesting to discuss your self-assessed scores relative to theirs. Sometimes, we find your invitees may then choose to do this process for themselves. When they invite you to score them, this creates another opportunity to build on your knowledge of each other.

In completing this process, what did you learn about your self?