

# Team Member Coaching Cohort

## Personal Assessment

Rate yourself on your strengths in these areas- 10 being highest, 1 being lowest.

(Fill in or print out and circle numbers below):

### Emotional Intelligence

I have a high level of awareness of how others see me.

1 2 3 4 5 6 7 8 9 10

I tend to know how others are feeling in the moment.

1 2 3 4 5 6 7 8 9 10

I can be objective and not let emotions take over.

1 2 3 4 5 6 7 8 9 10

I can sense the first signs of stress.

1 2 3 4 5 6 7 8 9 10

I can control my attitude most of the time.

1 2 3 4 5 6 7 8 9 10

### Alignment with your manager

My manager knows what motivates me.

1 2 3 4 5 6 7 8 9 10

I feel I have a very good understanding of who my manager is as a person, not just at work.

1 2 3 4 5 6 7 8 9 10

I communicate openly and freely on a regular basis with my manager.

1 2 3 4 5 6 7 8 9 10

I rarely need to defend my actions in my performance reviews.

1 2 3 4 5 6 7 8 9 10

I know how my goals align with the organization's goals.

1 2 3 4 5 6 7 8 9 10

### Giving positive and negative feedback

I am comfortable giving negative feedback to coworkers and my manager.

1 2 3 4 5 6 7 8 9 10

I am comfortable giving positive feedback to coworkers and my manager.

1 2 3 4 5 6 7 8 9 10

I know how to give highly effective feedback that is taken well.

1 2 3 4 5 6 7 8 9 10

I look for growth opportunities for others.

1 2 3 4 5 6 7 8 9 10

I don't wait for problems to get worse; I face them head on.

1 2 3 4 5 6 7 8 9 10

## Effective Conflict

I rarely tell people they are wrong.

 1 2 3 4 5 6 7 8 9 10

I'm good at asking questions and gaining understanding before stating my viewpoint.

 1 2 3 4 5 6 7 8 9 10

I'm a good listener when tensions are high.

 1 2 3 4 5 6 7 8 9 10

I tend to pull people toward my ideas rather than push them.

 1 2 3 4 5 6 7 8 9 10

I avoid the words like "no" and "but".

 1 2 3 4 5 6 7 8 9 10

## Attitude and Mindset

I have a healthy control of my attitude.

 1 2 3 4 5 6 7 8 9 10

I work to build effective habits of thought.

 1 2 3 4 5 6 7 8 9 10

I am conscious of the importance of my thoughts.

 1 2 3 4 5 6 7 8 9 10

I rarely limit myself and my abilities.

 1 2 3 4 5 6 7 8 9 10

I am happy most of the time.

 1 2 3 4 5 6 7 8 9 10

## Prioritizing/Boundaries

I make daily priority lists, not just to-do lists.

 1 2 3 4 5 6 7 8 9 10

I live by my core values.

 1 2 3 4 5 6 7 8 9 10

I set clear expectations with people.

 1 2 3 4 5 6 7 8 9 10

I know how to say no.

 1 2 3 4 5 6 7 8 9 10

I focus on completing the most important things first.

 1 2 3 4 5 6 7 8 9 10

## Influencing Up and Down

I effectively gain cooperation from my coworkers.

 1 2 3 4 5 6 7 8 9 10

I consistently get buy in from senior management.

 1 2 3 4 5 6 7 8 9 10

I know the most important aspects of influence.

 1 2 3 4 5 6 7 8 9 10

Confidence and belief come natural to me when I communicate my ideas.

 1 2 3 4 5 6 7 8 9 10

I work towards alignment rather than imposing what I think on people.

 1 2 3 4 5 6 7 8 9 10