

Practice: *How Am I Doing?*

A Diagnostic Checklist

DATE: _____

ASK YOUR MANAGER TO GIVE YOU FEEDBACK BY ANSWERING THE FOLLOWING QUESTIONS BY SCORING YOU FROM 1 (LOW) TO 10 (HIGH).

WHAT SCORE DO YOU GIVE ME:

- | | |
|--------------------------------------------------------------|----------------------|
| <input type="checkbox"/> AS A KEY CONTRIBUTOR? | 1 2 3 4 5 6 7 8 9 10 |
| <input type="checkbox"/> AS SOMEONE WHO KEEPS PROMISES? | 1 2 3 4 5 6 7 8 9 10 |
| <input type="checkbox"/> AS AN IDEA GENERATOR? | 1 2 3 4 5 6 7 8 9 10 |
| <input type="checkbox"/> IN RECEIVING FEEDBACK? | 1 2 3 4 5 6 7 8 9 10 |
| <input type="checkbox"/> IN GIVING FEEDBACK? | 1 2 3 4 5 6 7 8 9 10 |
| <input type="checkbox"/> AS AN EASY PERSON TO WORK WITH? | 1 2 3 4 5 6 7 8 9 10 |
| <input type="checkbox"/> AS A ROLE MODEL FOR COLLEAGUES? | 1 2 3 4 5 6 7 8 9 10 |
| <input type="checkbox"/> AS A GO TO PERSON? | 1 2 3 4 5 6 7 8 9 10 |
| <input type="checkbox"/> AS A PROBLEM SOLVER? | 1 2 3 4 5 6 7 8 9 10 |
| <input type="checkbox"/> AS THE SOURCE OF CONFLICT? | 1 2 3 4 5 6 7 8 9 10 |
| <input type="checkbox"/> AS THE SOURCE OF PROBLEMS? | 1 2 3 4 5 6 7 8 9 10 |
| <input type="checkbox"/> AS A COACH TO OTHERS? | 1 2 3 4 5 6 7 8 9 10 |
| <input type="checkbox"/> AS SOMEONE WHO SHARE INSIGHTS? | 1 2 3 4 5 6 7 8 9 10 |
| <input type="checkbox"/> AS A COMPLAINER? | 1 2 3 4 5 6 7 8 9 10 |
| <input type="checkbox"/> AS A DIFFICULT PERSON TO DEAL WITH? | 1 2 3 4 5 6 7 8 9 10 |
| <input type="checkbox"/> AS SOMEONE WHO SOLVES PROBLEMS? | 1 2 3 4 5 6 7 8 9 10 |
| <input type="checkbox"/> AS SOMEONE WHO CREATES PROBLEMS? | 1 2 3 4 5 6 7 8 9 10 |



ASK YOUR MANAGER, AND COLLEAGUES TO WHOM YOU ARE ACCOUNTABLE, TO COMPLETE YOUR QUESTIONNAIRE AT LEAST ONCE A MONTH.

WITH EVERY SCORE LESS THAN 10 FOR THE POSITIVE ITEMS, OR MORE THAN 1 FOR THE NEGATIVE ONES. ASK THE FOLLOWING QUESTIONS:

- I. WHAT'S MISSING THAT IF I WERE TO PUT IT IN PLACE MY SCORE WOULD GO UP FOR THE POSITIVE ATTRIBUTES AND GO DOWN FOR THE NEGATIVE ONES??
- II. WHAT'S PRESENT, AND IN THE WAY, THAT IF I REMOVED IT MY SCORE WOULD GO UP FOR THE POSITIVE ATTRIBUTES AND GO DOWN FOR NEGATIVE ONES?

