

Please rate yourself in each of the following areas:		Ratings 5 = Strongly agree 4 = Agree 3 = Neutral 2 = Disagree 1 = Strongly disagree
1.	I lead by example by engaging in continuous learning and professional development.	
2.	I focus on building on the other person's strengths and talents.	
3.	I help others identify ways to use their talents effectively in the workplace.	
4.	When possible, I assign projects that maximize individuals' talents and provide opportunities for their growth.	
5.	I regularly provide positive reinforcement for desired behaviors and outcomes.	
6.	I give people permission to use their talents, follow their dreams, and take prudent risks to achieve their goals.	
7.	I help others create SMART goals – those that are <b>s</b> pecific, <b>m</b> easurable, <b>a</b> chievable, <b>r</b> esults-oriented, and <b>t</b> ime-bound.	
8.	I use framing skills effectively to help others put situations and issues in perspective.	
9.	I regularly provide constructive feedback – i.e., suggestions for behaviors and results that people can control and change.	
10.	I establish and maintain trusting relationships with others.	
11.	I consistently demonstrate the behaviors I want others to emulate.	
12.	I consistently maintain a positive mindset by choosing to see the proverbial glass as half full rather than as half empty.	
13.	I regularly follow up with others to support them and ensure their continuous improvement.	
14.	I focus on helping others implement their goals.	
15.	I establish a motivating environment that inspires others to do their best.	
16.	To engage in on-going growth, I regularly step outside my comfort zone and encourage others to do the same.	
17.	I regularly de-brief others after an important meeting, event, or interaction so we all can learn from the experience.	
18.	I easily engage in versatility skills to meet others' needs – i.e., role-shifting, personal style-shifting, skills-shifting, and perspective-shifting.	
19.	I help others deconstruct their successes so they can replicate them in the future.	
20.	I convey the importance of being on top of one's game by engaging in regular self-care and encouraging others to do so also.	
21.	I practice what I preach/walk my talk – e.g., create balance in my life, focus on the positive, find ways to use my talents.	
22.	I help others set priorities that are aligned with the organization's and their own goals and values.	
23.	I am truthful and realistic when advising others about what they must do to be successful.	
24.	I collaborate or partner with others rather than tell them what to do.	
25.	I educate the people I work with and teach them the skills they need to do things for themselves.	

**Any area with a score of 3 or less requires immediate attention!**

Resources to help you address those areas you've identified as needing attention

The following complimentary resources are available on the Resources page of our website (<https://www.publicsafetyinsights.net/resources/articles>):

- [Defining Trust: Step One in Building Trusting Relationships](#)
- [How to Get It Done: Psychologists' Tips for Setting and Implementing Priorities](#)
- [Dare to Have the Courage of Your Talent](#)