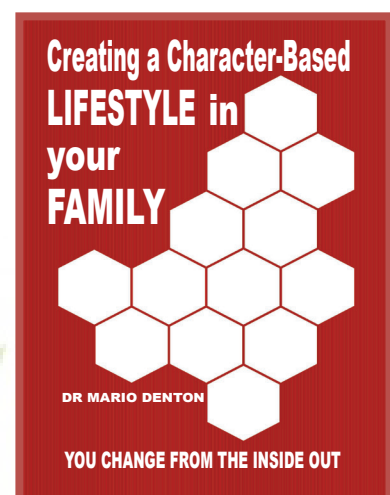
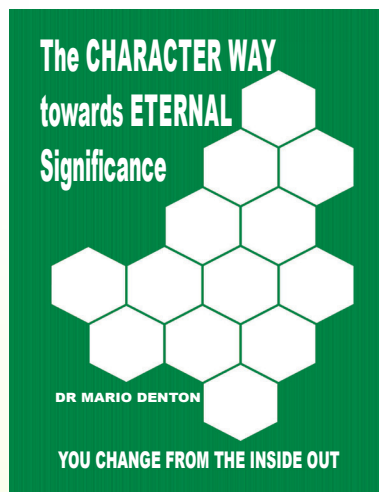
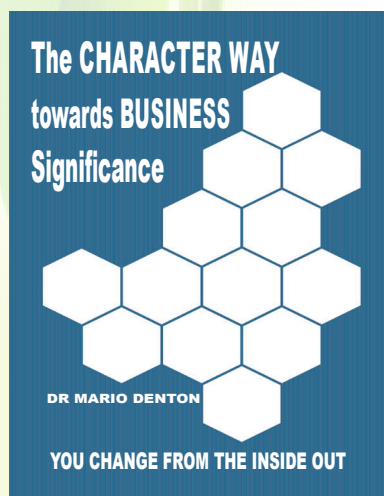


# **CHARACTER QUALITIES WORKBOOK**

**Dr Mario Denton**

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FOR MORE INFORMATION

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## 1. Name of Character Quality: ALERTNESS

**ALERTNESS vs. Carelessness. Being aware of what is taking place around me so I can have the right responses.**

1. What does this quality really mean?

2. What is this quality not?

3. How do you behave and how should you behave?

4. How can the individual, the department/business unit and the organisation as a whole benefit from this quality?

5. What are the dangers of slipping up?

6. Practical tips

Individual Score

Team Score

## 2. Name of Quality: ATTENTIVENESS

**ATTENTIVENESS vs. Distraction. Showing the worth of a person or task by giving my undivided concentration.**

1. What does this quality really mean?

2. What is this quality not?

3. How do you behave and how should you behave?

4. How can the individual, the department/business unit and the organisation as a whole benefit from this quality?

5. What are the dangers of slipping up?

6. Practical tips

Individual Score

Team Score

### 3. Name of Quality: **AVAILABILITY**

**AVAILABILITY vs. Self-Centredness. Making my own schedule and priorities secondary to the wishes of those I serve.**

1. What does this quality really mean?

2. What is this quality not?

3. How do you behave and how should you behave?

4. How can the individual, the department/business unit and the organisation as a whole benefit from this quality?

5. What are the dangers of slipping up?

6. Practical tips

#### 4. Name of Quality: **BENEVOLENCE**

**BENEVOLENCE vs. Selfishness. Giving to others' basic needs without having as my motive personal reward.**

1. What does this quality really mean?

2. What is this quality not?

3. How do you behave and how should you behave?

4. How can the individual, the department/business unit and the organisation as a whole benefit from this quality?

5. What are the dangers of slipping up?

6. Practical tips

Individual Score

Team Score

## 5. Name of Quality: **BOLDNESS**

**BOLDNESS** vs. Fearlessness. Confidence that what I have to say or do is true, right and just.

1. What does this quality really mean?

2. What is this quality not?

3. How do you behave and how should you behave?

4. How can the individual, the department/business unit and the organisation as a whole benefit from this quality?

5. What are the dangers of slipping up?

6. Practical tips

Individual Score

Team Score

## 6. Name of Quality: CAUSIOUSNESS

CAUSIOUSNESS vs. Rashness. Knowing how important right timing is in accomplishing right actions.

1. What does this quality really mean?

2. What is this quality not?

3. How do you behave and how should you behave?

4. How can the individual, the department/business unit and the organisation as a whole benefit from this quality?

5. What are the dangers of slipping up?

6. Practical tips

Individual Score

Team Score



## 7. Name of Quality: **COMPASSION**

**COMPASSION vs. Indifference.** Investing whatever is necessary to heal the hurts of others.

1. What does this quality really mean?

2. What is this quality not?

3. How do you behave and how should you behave?

4. How can the individual, the department/business unit and the organisation as a whole benefit from this quality?

5. What are the dangers of slipping up?

6. Practical tips

Individual Score

Team Score

## 8. Name of Quality: **CONTENTMENT**

**CONTENTMENT** vs. Covetousness. Realising that true happiness does not depend on material conditions.

1. What does this quality really mean?

2. What is this quality not?

3. How do you behave and how should you behave?

4. How can the individual, the department/business unit and the organisation as a whole benefit from this quality?

5. What are the dangers of slipping up?

6. Practical tips

Individual Score

Team Score

## 9. Name of Quality: CREATIVITY

**CREATIVITY vs. Underachievement.** Approaching a need, a task or an idea from a new perspective.

1. What does this quality really mean?

2. What is this quality not?

3. How do you behave and how should you behave?

4. How can the individual, the department/business unit and the organisation as a whole benefit from this quality?

5. What are the dangers of slipping up?

6. Practical tips

Individual Score

Team Score

## 10. Name of Quality: **DECISIVENESS**

**DECISIVENESS vs. Procrastination.** The ability to recognise key factors and finalise difficult decisions.

1. What does this quality really mean?

2. What is this quality not?

3. How do you behave and how should you behave?

4. How can the individual, the department/business unit and the organisation as a whole benefit from this quality?

5. What are the dangers of slipping up?

6. Practical tips

Individual Score

Team Score

## II. Name of Quality: DEFERENCE

DEFERENCE vs. Rudeness. Limiting my freedom so I do not offend the tastes of those around me.

1. What does this quality really mean?

2. What is this quality not?

3. How do you behave and how should you behave?

4. How can the individual, the department/business unit and the organisation as a whole benefit from this quality?

5. What are the dangers of slipping up?

6. Practical tips

## 12. Name of Quality: **DEPENDABILITY**

**DEPENDABILITY vs. Inconsistency. Fulfilling what I consented to do, even if it means unexpected sacrifice.**

1. What does this quality really mean?

2. What is this quality not?

3. How do you behave and how should you behave?

4. How can the individual, the department/business unit and the organisation as a whole benefit from this quality?

5. What are the dangers of slipping up?

6. Practical tips

### 13. Name of Quality: **DETERMINATION**

**DETERMINATION vs. Faintheartedness. Purposing to accomplish right goals at the right time, regardless of the opposition.**

1. What does this quality really mean?

2. What is this quality not?

3. How do you behave and how should you behave?

4. How can the individual, the department/business unit and the organisation as a whole benefit from this quality?

5. What are the dangers of slipping up?

6. Practical tips

## 14. Name of Quality: DILIGENCE

**DILIGENCE vs. Slothfulness.** Investing my time and energy to complete each task assigned to me.

1. What does this quality really mean?

2. What is this quality not?

3. How do you behave and how should you behave?

4. How can the individual, the department/business unit and the organisation as a whole benefit from this quality?

5. What are the dangers of slipping up?

6. Practical tips



## 15. Name of Quality: **DISCERNMENT**

**DISCERNMENT vs. Shortsightedness. Understanding the deeper reasons why things happen.**

1. What does this quality really mean?

2. What is this quality not?

3. How do you behave and how should you behave?

4. How can the individual, the department/business unit and the organisation as a whole benefit from this quality?

5. What are the dangers of slipping up?

6. Practical tips

## 16. Name of Quality: **DISCRETION**

**DISCRETION vs. Simplemindedness.** Recognising and avoiding words, actions and attitudes that could bring undesirable consequences.

1. What does this quality really mean?

2. What is this quality not?

3. How do you behave and how should you behave?

4. How can the individual, the department/business unit and the organisation as a whole benefit from this quality?

5. What are the dangers of slipping up?

6. Practical tips

## 17. Name of Quality: ENDURANCE

**ENDURANCE vs. Discouragement.** The inward strength to withstand stress and do my best.

1. What does this quality really mean?

2. What is this quality not?

3. How do you behave and how should you behave?

4. How can the individual, the department/business unit and the organisation as a whole benefit from this quality?

5. What are the dangers of slipping up?

6. Practical tips

## 18. Name of Quality: ENTHUSIASM

ENTHUSIASM vs. Apathy. Expressing joy in each task as I give it my best effort.

1. What does this quality really mean?

2. What is this quality not?

3. How do you behave and how should you behave?

4. How can the individual, the department/business unit and the organisation as a whole benefit from this quality?

5. What are the dangers of slipping up?

6. Practical tips

## 19. Name of Quality: FAITH

**FAITH vs. Presumption.** Confidence that actions rooted in good character will yield the best outcome, even when I cannot see how.

1. What does this quality really mean?

2. What is this quality not?

3. How do you behave and how should you behave?

4. How can the individual, the department/business unit and the organisation as a whole benefit from this quality?

5. What are the dangers of slipping up?

6. Practical tips

## 20. Name of Quality: FLEXIBILITY

**FLEXIBILITY vs. Resistance.** Willingness to change plans or ideas without getting upset.

1. What does this quality really mean?

2. What is this quality not?

3. How do you behave and how should you behave?

4. How can the individual, the department/business unit and the organisation as a whole benefit from this quality?

5. What are the dangers of slipping up?

6. Practical tips

## 21. Name of Quality: FORGIVENESS

**FORGIVENESS vs. Rejection. Clearing the record of those who have wronged me and not holding a grudge.**

1. What does this quality really mean?

2. What is this quality not?

3. How do you behave and how should you behave?

4. How can the individual, the department/business unit and the organisation as a whole benefit from this quality?

5. What are the dangers of slipping up?

6. Practical tips

## 22. Name of Quality: **GENEROSITY**

**GENEROSITY vs. Stinginess.** Carefully managing my resources so I can freely give to those in need.

1. What does this quality really mean?

2. What is this quality not?

3. How do you behave and how should you behave?

4. How can the individual, the department/business unit and the organisation as a whole benefit from this quality?

5. What are the dangers of slipping up?

6. Practical tips



## 23. Name of Quality: GENTLENESS

**GENTLENESS vs. Harshness. Showing consideration and personal concern for others.**

1. What does this quality really mean?

2. What is this quality not?

3. How do you behave and how should you behave?

4. How can the individual, the department/business unit and the organisation as a whole benefit from this quality?

5. What are the dangers of slipping up?

6. Practical tips

## 24. Name of Quality: GRATEFULNESS

GRATEFULNESS vs. Inthankfulness. Letting others know by my words and actions how they have benefited my life.

1. What does this quality really mean?

2. What is this quality not?

3. How do you behave and how should you behave?

4. How can the individual, the department/business unit and the organisation as a whole benefit from this quality?

5. What are the dangers of slipping up?

6. Practical tips

## 25. Name of Quality: HONOUR

**HONOUR vs. Disrespect.** Respecting others because of the higher authorities they represent.

1. What does this quality really mean?

2. What is this quality not?

3. How do you behave and how should you behave?

4. How can the individual, the department/business unit and the organisation as a whole benefit from this quality?

5. What are the dangers of slipping up?

6. Practical tips

## 26. Name of Quality: HOSPITALITY

**HOSPITALITY vs. Loneliness. Cheerfully sharing food, shelter or conversation to benefit others.**

1. What does this quality really mean?

2. What is this quality not?

3. How do you behave and how should you behave?

4. How can the individual, the department/business unit and the organisation as a whole benefit from this quality?

5. What are the dangers of slipping up?

6. Practical tips

## 27. Name of Quality: HUMILITY

**HUMILITY vs. Pride.** Acknowledging that my achievement results from the investment of others in my life.

1. What does this quality really mean?

2. What is this quality not?

3. How do you behave and how should you behave?

4. How can the individual, the department/business unit and the organisation as a whole benefit from this quality?

5. What are the dangers of slipping up?

6. Practical tips

## 28. Name of Quality: INITIATIVE

INITIATIVE vs. Idleness. Recognising and doing what needs to be done before I am asked to do it.

1. What does this quality really mean?

2. What is this quality not?

3. How do you behave and how should you behave?

4. How can the individual, the department/business unit and the organisation as a whole benefit from this quality?

5. What are the dangers of slipping up?

6. Practical tips

## 29. Name of Quality: JOYFULNESS

**JOYFULNESS vs. Self-Pity.** Maintaining a good attitude, even when faced with unpleasant conditions.

1. What does this quality really mean?

2. What is this quality not?

3. How do you behave and how should you behave?

4. How can the individual, the department/business unit and the organisation as a whole benefit from this quality?

5. What are the dangers of slipping up?

6. Practical tips

### 30. Name of Quality: JUSTICE

**JUSTICE vs. Corruption.** Taking personal responsibility to uphold what is pure, right and true.

1. What does this quality really mean?

2. What is this quality not?

3. How do you behave and how should you behave?

4. How can the individual, the department/business unit and the organisation as a whole benefit from this quality?

5. What are the dangers of slipping up?

6. Practical tips



### 31. Name of Quality: **LOYALTY**

**LOYALTY vs. Unfaithfulness. Using difficult times to demonstrate my commitment to those I serve.**

**1. What does this quality really mean?**

**2. What is this quality not?**

**3. How do you behave and how should you behave?**

**4. How can the individual, the department/business unit and the organisation as a whole benefit from this quality?**

**5. What are the dangers of slipping up?**

**6. Practical tips**

### 32. Name of Quality: MEEKNESS

**MEEKNESS vs. Anger. Yielding my personal rights and expectations with a desire to serve.**

**1. What does this quality really mean?**

**2. What is this quality not?**

**3. How do you behave and how should you behave?**

**4. How can the individual, the department/business unit and the organisation as a whole benefit from this quality?**

**5. What are the dangers of slipping up?**

**6. Practical tips**

### 33. Name of Quality: OBEDIENCE

**OBEDIENCE vs. Willfulness.** Quickly and cheerfully carrying out the direction of those who are responsible for me.

1. What does this quality really mean?

2. What is this quality not?

3. How do you behave and how should you behave?

4. How can the individual, the department/business unit and the organisation as a whole benefit from this quality?

5. What are the dangers of slipping up?

6. Practical tips

### 34. Name of Quality: **ORDERLINESS**

**ORDERLINESS vs. Confusion.** Arranging myself and my surroundings to achieve greater efficiency.

1. What does this quality really mean?

2. What is this quality not?

3. How do you behave and how should you behave?

4. How can the individual, the department/business unit and the organisation as a whole benefit from this quality?

5. What are the dangers of slipping up?

6. Practical tips

### 35. Name of Quality: **PATIENCE**

**PATIENCE** vs. Restlessness. Accepting a difficult situation without giving a deadline to remove it.

1. What does this quality really mean?

2. What is this quality not?

3. How do you behave and how should you behave?

4. How can the individual, the department/business unit and the organisation as a whole benefit from this quality?

5. What are the dangers of slipping up?

6. Practical tips

### 36. Name of Quality: **PERSUASIVENESS**

**PERSUASIVENESS vs. Contentiousness. Guiding vital truths around another's mental roadblocks.**

1. What does this quality really mean?

2. What is this quality not?

3. How do you behave and how should you behave?

4. How can the individual, the department/business unit and the organisation as a whole benefit from this quality?

5. What are the dangers of slipping up?

6. Practical tips

Individual Score

Team Score

### 37. Name of Quality: **PUNCTUALITY**

**PUNCTUALITY vs. Tardiness. Showing esteem for others by doing the right thing at the right time.**

1. What does this quality really mean?

2. What is this quality not?

3. How do you behave and how should you behave?

4. How can the individual, the department/business unit and the organisation as a whole benefit from this quality?

5. What are the dangers of slipping up?

6. Practical tips

### 38. Name of Quality: **RESOURCEFULNESS**

**RESOURCEFULNESS vs. Wastefulness. Finding practical uses for that which others would overlook or discard.**

1. What does this quality really mean?

2. What is this quality not?

3. How do you behave and how should you behave?

4. How can the individual, the department/business unit and the organisation as a whole benefit from this quality?

5. What are the dangers of slipping up?

6. Practical tips



### 39. Name of Quality: **RESPONSIBILITY**

**RESPONSIBILITY** vs. Unreliability. Knowing and doing what is expected of me.

1. What does this quality really mean?

2. What is this quality not?

3. How do you behave and how should you behave?

4. How can the individual, the department/business unit and the organisation as a whole benefit from this quality?

5. What are the dangers of slipping up?

6. Practical tips

## 40. Name of Quality: **SECURITY**

**SECURITY vs. Anxiety. Structuring my life around that which cannot be destroyed or taken away.**

1. What does this quality really mean?

2. What is this quality not?

3. How do you behave and how should you behave?

4. How can the individual, the department/business unit and the organisation as a whole benefit from this quality?

5. What are the dangers of slipping up?

6. Practical tips

## 41. Name of Quality: SELF-CONTROL

**SELF-CONTROL vs. Self-Indulgence.** Rejecting wrong desires and doing what is right.

1. What does this quality really mean?

2. What is this quality not?

3. How do you behave and how should you behave?

4. How can the individual, the department/business unit and the organisation as a whole benefit from this quality?

5. What are the dangers of slipping up?

6. Practical tips

## 42. Name of Quality: **SENSITIVITY**

**SENSITIVITY vs. Callousness. Perceiving the true attitudes and emotions of those around me.**

1. What does this quality really mean?

2. What is this quality not?

3. How do you behave and how should you behave?

4. How can the individual, the department/business unit and the organisation as a whole benefit from this quality?

5. What are the dangers of slipping up?

6. Practical tips

### 43. Name of Quality: **SINCERITY**

**SINCERITY vs. Hypocrisy. Eagerness to do what is right with transparent motives.**

1. What does this quality really mean?

2. What is this quality not?

3. How do you behave and how should you behave?

4. How can the individual, the department/business unit and the organisation as a whole benefit from this quality?

5. What are the dangers of slipping up?

6. Practical tips

#### 44. Name of Quality: **THOROUGHNESS**

**THOROUGHNESS vs. Incompleteness. Knowing what factors will diminish the effectiveness of my work or words if neglected.**

1. What does this quality really mean?

2. What is this quality not?

3. How do you behave and how should you behave?

4. How can the individual, the department/business unit and the organisation as a whole benefit from this quality?

5. What are the dangers of slipping up?

6. Practical tips

## 45. Name of Quality: THRIFTINESS

**THRIFTINESS vs. Extravagance. Allowing myself and others to spend only what is necessary.**

1. What does this quality really mean?

2. What is this quality not?

3. How do you behave and how should you behave?

4. How can the individual, the department/business unit and the organisation as a whole benefit from this quality?

5. What are the dangers of slipping up?

6. Practical tips

## 46. Name of Quality: TOLERANCE

**TOLERANCE vs. Prejudice. Realising that everyone is at varying levels of character development.**

**1. What does this quality really mean?**

**2. What is this quality not?**

**3. How do you behave and how should you behave?**

**4. How can the individual, the department/business unit and the organisation as a whole benefit from this quality?**

**5. What are the dangers of slipping up?**

**6. Practical tips**



## 47. Name of Quality: **TRUTHFULNESS**

**TRUTHFULNESS vs. Deception.** Earning future trust by accurately reporting past facts.

1. What does this quality really mean?

2. What is this quality not?

3. How do you behave and how should you behave?

4. How can the individual, the department/business unit and the organisation as a whole benefit from this quality?

5. What are the dangers of slipping up?

6. Practical tips

## 48. Name of Quality: VIRTUE

**VIRTUE vs. Impurity.** The moral excellence evident in my life as I consistently do what is right.

1. What does this quality really mean?

2. What is this quality not?

3. How do you behave and how should you behave?

4. How can the individual, the department/business unit and the organisation as a whole benefit from this quality?

5. What are the dangers of slipping up?

6. Practical tips

## 49. Name of Quality: WISDOM

WISDOM vs. Foolishness. Seeing and responding to life situations from a perspective that transcends my current circumstances.

1. What does this quality really mean?

2. What is this quality not?

3. How do you behave and how should you behave?

4. How can the individual, the department/business unit and the organisation as a whole benefit from this quality?

5. What are the dangers of slipping up?

6. Practical tips

# SOCIAL CONTRACT

As members of:

**Type in names of different team members**

--

We establish this Social Contract and agree that when we are together we will -

- Treat each other with Respect, Honesty, Encouragement, Kindness, Friendship, Forgiveness, Dignity, Patience, Mercy, Trust, Empathy, Tact, Love, Value, Grace, Truth, Integrity, and Confidentiality, and will listen and not gossip!
- In addition, we will be Non-judgmental, Accountable, Flexible, Courteous, Committed, Productive, Ethical, Open, Slow to Anger, Supportive, Transparent, Clear, and Truthful.

**Any comments**

--

If we talk to another member (who is not part of the problem or the solution) about something concerning a third party team member, we have 48 hours to bring that conversation to the attention of the third party team member as we have committed to shut down all gossip.

The effectiveness of this Social Contract rests on the extent to which everyone works toward its desired end. Each member must be willing to be held accountable for themselves. Team members must be willing to hold each other accountable as well.

**Any comments**

--

**Assuming we agree on how to treat each other, what should we do if one of us does not follow the behaviours we agreed upon?**

1. Assess the situation and go to the person one on one.

**The steps to take when you go to someone are:**

- a. Go in Love (Kindness) I care more about you than what you think of me
- b. In humility (I could be wrong)
- c. Pre-forgiveness worked out internally before the meeting
- d. 100% truth, just the facts on that situation

**We agree to go to the other person with good intentions and desire to understand them.**

2. Next step: if the situation is not resolved, then we will bring in two or three others who will be a witness to the words that are spoken.
3. Next Step: If the situation is not resolved, mutually agree to bring the issue to the Team.
4. If no resolution takes place then some sort of separation will take place (for example ask them to temporarily leave the meeting). It is our intent that every issue be resolved by step one and no further action will be needed.

**Any comments**

--

**We recognise we are imperfect. If we fail to live up to the agreement, we will take the initiative to apply the 6 step Apology:**

1. Acknowledge what we did by stating the offense ("I did it")
2. Admit that we are wrong ("I was wrong")
3. Say that we are sorry ("I am sorry")
4. Ask – "Will you forgive me and if and when you can, will you forgive me?" Wait for the answer.
5. Ask the person or group "Will you hold me accountable? I give you permission to hold me accountable from now on."
6. Ask – "Is there anything else?"

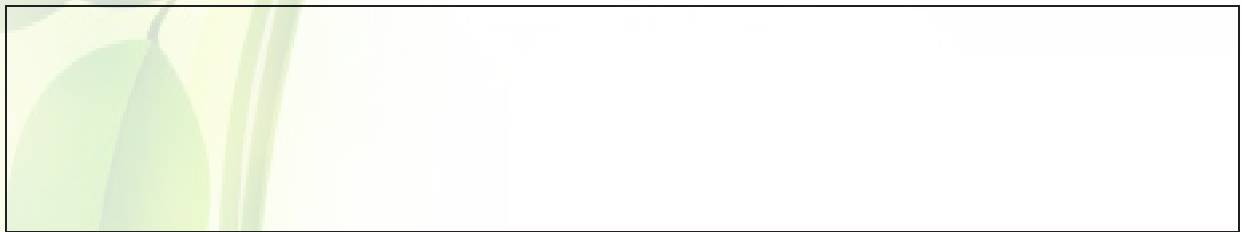
Any comments



**By signing this social contract, we are committing to abide by and be held accountable to the behaviours that we as a team/organisation believe demonstrate the type of culture and environment that will foster the best personal and professional development and success.**

Signatures:

Date:



## Notes



# MY EQ DESIGN

Copyright Reserved: Dr Mario Denton

Name.....

Date.....

## BIOGRAPHICAL INFORMATION SHEET

1. **Age**

1	<20
2	21-30
3	31-40
4	41-50
5	51-60+

2. **Gender**

1	Female
2	Male

1 – Very seldom or Not true of me

2 – Seldom true of me

3 – Sometimes true of me

4 – Often true of me

5 – Very often true of me or True of me Almost always

	SECTION I					
1.	I am happy with my strengths.	1	2	3	4	5
2.	I do have feelings of insecurity.	1	2	3	4	5
3.	I feel confident about my abilities.	1	2	3	4	5
4.	It is not difficult for me to win the trust of others.	1	2	3	4	5
5.	I feel good about myself.	1	2	3	4	5
6.	I have a clear inner mission concerning my contribution to this world.	1	2	3	4	5
7.	I feel uncertain.	1	2	3	4	5
8.	I am proud of who I am.	1	2	3	4	5
9	I do not know what my real value (unique significance) is.	1	2	3	4	5
10	I observe compliments with suspicion.	1	2	3	4	5
11	I do not feel I have any contribution to make.	1	2	3	4	5
12	I do not understand the significance of this specific phase of my life.	1	2	3	4	5
13	I do not trust someone giving me compliments.	1	2	3	4	5
14	It is very difficult for me to discern my gifts/talents.	1	2	3	4	5
15	I struggle with immaturity.	1	2	3	4	5
16	I do not feel supported.	1	2	3	4	5
17	I do not know if I have got what it takes.	1	2	3	4	5
18	I have a longing for more meaning in life.	1	2	3	4	5



19	My life is meaningful and I know what gives life to that meaning.	1	2	3	4	5
20	I know exactly what am I really passionate about.	1	2	3	4	5
21	I know what makes me come alive.	1	2	3	4	5
22	I am satisfied with the direction my life is taking.	1	2	3	4	5
23	I have a clear picture of where I want to go.	1	2	3	4	5
24	I am pursuing my dreams and passions in meaningful ways.	1	2	3	4	5
25	I do not know where I belong/fit.	1	2	3	4	5
26	I do not have a clear purpose /calling in life.	1	2	3	4	5
27	I do not have a clear set of values that I live by.	1	2	3	4	5
28	I am uncertain which choices to make.	1	2	3	4	5
29	I sometimes become aggressively defensive.	1	2	3	4	5
30	I do not know how I am; I have identity confusion.	1	2	3	4	5
	<b>SECTION 2</b>					
34	This season of my life right now is packed with fun, growth and fulfilment.	1	2	3	4	5
35	I am not bored right now.	1	2	3	4	5
36	I am fully aware of my deepest inner drives and motivations.	1	2	3	4	5
37	I know what is most important to me and I live according to my priorities.	1	2	3	4	5
38	The words joy and balance consistently describe my life.	1	2	3	4	5
39	I feel emotional connected to other people in the workplace	1	2	3	4	5
40	I enjoy ongoing emotional and even deep closeness	1	2	3	4	5
41	I never tell lies	1	2	3	4	5
42	it's hard to act independently and with accountability	1	2	3	4	5
43	I am able to figure out the reasons behind different emotions	1	2	3	4	5
44	I can be impulsive.	1	2	3	4	5
45	It's hard to understand why others feel the way they do.	1	2	3	4	5
46	I examine the feelings, thoughts, and actions of others.	1	2	3	4	5
47	I appreciate other people's feelings and emotions.	1	2	3	4	5
48	I take my "emotional temperature" before I make important decisions.	1	2	3	4	5
49	I am committed to keeping my relationships fresh and alive.	1	2	3	4	5
50	I find being assertive challenging.	1	2	3	4	5
51	I give praise or compliments with ease.	1	2	3	4	5
52	When I am annoyed I express it without difficulty.	1	2	3	4	5
53	I do not have a problem with making requests.	1	2	3	4	5
54	I start conversations with ease.	1	2	3	4	5
55	I do not have a problem showing that I am hurt.	1	2	3	4	5
56	I do not hesitate to raise my opinion at the appropriate time.	1	2	3	4	5
57	I generally stand up for my rights when the need arises.	1	2	3	4	5
58	I am able to persuade people to work with me.	1	2	3	4	5
59	I have an efficient information system.	1	2	3	4	5



60	I behave in a way which enables others to trust me.	1	2	3	4	5
	<b>SECTION 3</b>					
61	I am skilled in presenting ideas and proposals.	1	2	3	4	5
62	I adopt a 'tell it like it is' style.	1	2	3	4	5
63	I have difficulty expressing affirmation.	1	2	3	4	5
64	I tend to worry about whether things will go wrong.	1	2	3	4	5
65	Setbacks often cause me to feel incompetent.	1	2	3	4	5
66	I often focus on the potential for failure when thinking about the future.	1	2	3	4	5
67	When something goes wrong, my first reaction is often to exaggerate how bad it is.	1	2	3	4	5
68	When people give me feedback, which is both positive and negative, I tend to overlook the positive experience it as negative.	1	2	3	4	5
69	When things are going badly, I begin to think that something is wrong with me.	1	2	3	4	5
70	I inspire people with my optimistic views.	1	2	3	4	5
71	I am a rather determined person.	1	2	3	4	5
72	I feel mentally fit.	1	2	3	4	5
73	I wish my life had been significantly different.	1	2	3	4	5
74	I would like to change basic aspects of the way I live my life.	1	2	3	4	5
75	I lack deep emotional satisfaction.	1	2	3	4	5
76	I greatly enjoy what I do.	1	2	3	4	5
77	I seem to get the short end of the stick.	1	2	3	4	5
78	I have been continually frustrated in my life because of bad breaks.	1	2	3	4	5
79	I find myself going along with a situation even if I don't believe in it.	1	2	3	4	5
80	When I am under stress I become impulsive.	1	2	3	4	5
81	There is no one with whom I can share my innermost thoughts.	1	2	3	4	5
82	I do not seem to break out of the rut that I am in.	1	2	3	4	5
83	I cope well with all pressures.	1	2	3	4	5
84	My anger tends to be explosive.	1	2	3	4	5
85	I am a demanding person.	1	2	3	4	5
86	I avoid confrontations.	1	2	3	4	5
87	I genuinely care about another human being.	1	2	3	4	5
88	I wish to communicate fully with another person, but is not possible.	1	2	3	4	5
89	I feel a strong sense of loneliness.	1	2	3	4	5
90	I genuinely display real empathy.	1	2	3	4	5
	<b>SECTION 4</b>					
91	I am able to express satisfaction to others.	1	2	3	4	5
92	I feel that I have an abundant source of inner strength.	1	2	3	4	5
93	I express how I feel with love when someone upsets me.	1	2	3	4	5
94	I am not sure if people really accept (love) me.	1	2	3	4	5

95	I probably deserve nothing.	1	2	3	4	5
96	I support the underdog.	1	2	3	4	5
97	I struggle to identify my real deepest feelings.	1	2	3	4	5
98	I struggle to manage my emotions.	1	2	3	4	5
99	I am pestered by huge bouts of shame and fear.	1	2	3	4	5
100	I have a negative approach to most things in life.	1	2	3	4	5
101	I am not confident to correctly interact with others emotionally.	1	2	3	4	5
102	I sometimes feel emotionally threatened by others.	1	2	3	4	5
103	I have done things that are against my beliefs.	1	2	3	4	5
104	I effectively deal with things that annoy me.	1	2	3	4	5
105	I engage in activities that make me feel positive.	1	2	3	4	5
106	I demonstrate positive moods and emotions.	1	2	3	4	5
107	I handle stress situations effectively.	1	2	3	4	5
108	I explore the causes of things that upset me.	1	2	3	4	5
109	I feel emotionally well.	1	2	3	4	5
110	My work is stimulating.	1	2	3	4	5
111	I am proud of what I do and enjoy telling people about it.	1	2	3	4	5
112	I am performing at my peak.	1	2	3	4	5
113	I have clear, well defined personal goals.	1	2	3	4	5
114	I always tell the truth even when it is difficult.	1	2	3	4	5
115	I am deeply satisfied with my life.	1	2	3	4	5
	<b>SECTION 5</b>					
116	I have feelings of inner peace and well-being.	1	2	3	4	5
117	I feel energetic.	1	2	3	4	5
118	I like myself just the way I am.	1	2	3	4	5
119	I feel in control of my life.	1	2	3	4	5
120	My life needs my deepest needs.	1	2	3	4	5
121	There are some people i've never forgiven.	1	2	3	4	5
122	I have been continually frustrated in my life.	1	2	3	4	5
123	I can be impulsive.	1	2	3	4	5
124	I behave inappropriately when angry.	1	2	3	4	5
125	I hold back my initial reaction when something upsets me.	1	2	3	4	5
126	Faced with conflicts, I find constructive solutions.	1	2	3	4	5
127	I exercise patience in making decisions.	1	2	3	4	5
128	I tend to explode with anger easily.	1	2	3	4	5
129	I change my priorities to accommodate unexpected events.	1	2	3	4	5
130	I always tell the truth even when it is difficult.	1	2	3	4	5
131	I effectively deal with things that annoy me.	1	2	3	4	5
132	I provide positive feedback.	1	2	3	4	5
133	I effectively express optimism.	1	2	3	4	5
134	I focus on facts related to the problems when trying to derive a solution.	1	2	3	4	5
135	I deal with frustrations effectively.	1	2	3	4	5

136	I demonstrate to others that I have considered their feelings in making decisions.	1	2	3	4	5
137	Where necessary I effectively demonstrate empathy.	1	2	3	4	5
138	I easily solve problems.	1	2	3	4	5
139	I help people with effective ways of responding to upsetting events.	1	2	3	4	5
140	I have completed this assessment with utmost integrity.	1	2	3	4	5

## SECTION 6

After reading each statement, decide on the degree to which the statement accurately describes you right now using the following guidelines:

1. Decide if you tend to be more to the left or to the right.
2. If you tend to be more to the left, then decide if it is **completely** to the left (a 10 rating), **mostly** to the left, or **slightly** to the left
3. Apply the same guideline if you tend more towards the right: **completely** to the right (a 1 rating), **mostly** to the right or **slightly** to the right

	Item											Item
141	Physically Energetic/Strong	10	9	8	7	6	5	4	3	2	1	Physically Exhausted/Tired
142	Emotionally Encouraged/Up	10	9	8	7	6	5	4	3	2	1	Emotionally Discouraged/Down
143	Mentally Challenged/Content	10	9	8	7	6	5	4	3	2	1	Mentally Bored/Discontent
144	Spiritually Growing/Full	10	9	8	7	6	5	4	3	2	1	Spiritually Depleted/Empty
145	Geographically Near/Together	10	9	8	7	6	5	4	3	2	1	Geographically Distant/Alone
146	Relationally Close/Warm	10	9	8	7	6	5	4	3	2	1	Relationally Alienated/Cold
147	Internally Hopeful/Happy	10	9	8	7	6	5	4	3	2	1	Internally Hopeless/Sad
148	Personally Secure/Confident	10	9	8	7	6	5	4	3	2	1	Personally Insecure/Unsure
149	Secretly Forgiving/Accepting	10	9	8	7	6	5	4	3	2	1	Secretly Bitter/Angry
150	Deeply Appreciated/Love	10	9	8	7	6	5	4	3	2	1	Deeply Wounded/Hurt

*Notes*

## SECTION 7

Four words or phrases appear in each of the following sixteen rows. Choose one word or phrase per row that best represents your thoughts and feelings about how you are feeling during the past 12 months.

151	Discouraging	Exciting	Satisfying	Uncertain
152	Hopeless	Happy	Peaceful	Confusing
153	Empty	Hopeful	Committed	Stressful
154	Harsh	Nurturing	Secure	Frustrating
155	Resentful	Open	Trusting	Tired
156	Destructive	Fresh	Relaxed	Distant
157	Rejection	Anticipation	Appreciation	Apprehension
158	Tension	Sharing	Honest	Drifting
159	Give up	Making plans	Teamwork	Apathetic
160	Critical	Caring	Connected	Concerned
161	Angry	Joyful	Understanding	Burned out
162	Disappointed	Optimistic	Comfortable	Neglectful
163	Untrusting	Tender	Supportive	Afraid
164	Withdrawn	Growing	Attached	Detached
165	Cold	Alive	Content	Prideful
166	Unforgiving	Willing to change	Overlook flaws	Growing apart

## Notes





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 4 – Very Often true of me  
 5 – True of me Almost always



### 1. Visionary Dreamer (Shaper)

**A VISIONARY is committed to growth and wants organisation to grow. Looks beyond the causes of problems and develops precise solutions for success.**

Creativity, Wisdom, Discernment, Discretion, Enthusiasm, Faith, Benevolence.

### In my organisation/ team.....

1	I do not harbour grudges against those who have hurt me in the organisation.	1	2	3	4	5
2	Others in my team consider me to be really compassionate.	1	2	3	4	5
3	I am concern about others' real needs.	1	2	3	4	5
4	I easily get irritated or exasperated with others.	1	2	3	4	5
5	I tend to want my own way and argue when I do not get it.	1	2	3	4	5

6	Sometimes my ideas seem unusual or unconventional.	1	2	3	4	5
7	I stick to tried and true ways of tackling challenges.	1	2	3	4	5
8	I have individuals in the workplace with whom I can discuss creative ideas.	1	2	3	4	5
9	I have not allowed the fear of failure to prevent me from making improvements.	1	2	3	4	5
10	I found better ways to try again and to think big.	1	2	3	4	5
11	I can see very clearly past symptoms and identify root problems.	1	2	3	4	5
12	I consider all the facts and perceptions.	1	2	3	4	5
13	I maintain control of my anger and other emotions.	1	2	3	4	5
14	I live and work by a set of strict principles that are important to me.	1	2	3	4	5
15	I fully consider the consequences of my actions.	1	2	3	4	5
16	I choose words carefully or expect others to understand.	1	2	3	4	5
17	I say what is on my mind by always first evaluating its possible effect on others.	1	2	3	4	5
18	I seriously refrain from spreading gossip, slander and damaging reports.	1	2	3	4	5
19	I discern what caused a mistake and take steps to avoid repeating it.	1	2	3	4	5
20	I avoid trouble when possible.	1	2	3	4	5
21	I give energy to all those around me by being an example of enthusiasm.	1	2	3	4	5
22	I give everyone a warm, enthusiastic smile when we meet.	1	2	3	4	5
23	I am very interested in the work I do.	1	2	3	4	5
24	I feel energised by my work.	1	2	3	4	5
25	I like to make people smile.	1	2	3	4	5
26	I have examples in my organisation of things working supernaturally through my believes/faith.	1	2	3	4	5
27	I actively increase my knowledge annually and learn from my experience.	1	2	3	4	5
28	After a setback or big obstacle, I don't stay down for long.	1	2	3	4	5
29	I have stood alone for what I believed to be right.	1	2	3	4	5
30	I like to think and believe about the deeper meaning of things.	1	2	3	4	5
31	I have developed skills so that I can do things with excellence.	1	2	3	4	5
32	I seek the counsel of wise and credible advisors.	1	2	3	4	5
33	My heart is filled with truth so that I can control my tongue.	1	2	3	4	5
34	I have identified situations and my God Calling where I can apply what I have learned.	1	2	3	4	5
35	I make tough daily choices to do what is best.	1	2	3	4	5

# MY LEADERSHIP PERSPECTIVES (CLUSTERS)

A leadership perspective is the viewpoint from which a leader sees life, analyses problems, negotiates issues, makes decisions, and interacts with others. Just as a globe appears different from varying vantage points, so circumstances appear different from varying leadership perspectives.

Each individual has one of the seven leadership perspectives. A wise leader will learn to work with the strengths and weaknesses of each perspective, greatly reducing difficulties in relationships.

## 1. Visionary (Thinker and Dreamer and Shaper)

**Is committed to growth, looks beyond problems to causes and develops precise solutions for success.** Seeks to convert ideas into decisions and action.

## 2. Resourceful Supporter (Provider and Investigator)

**Is resourceful, prudent and thrifty, constantly ensuring the best use of all available resources.** Positive, enthusiastic. goes outside the group and brings back information, ideas, etc.

## 3. Optimistic Analyzer (Idealist and Plant)

**Seeks excellence in thought, word and deed; identifies problems as they arise and speaks truth boldly.** Most likely to look for a new approach to a problem if the team gets bogged down

## 4. Dependable Helper (Server and Team worker)

**Sees and meets others' practical needs, frees them to accomplish their goals and invests time and energy in their success.** Most active internal communicator. Likeable, popular, unassertive: the cement of the team.

5. Harmonious Mediator (Evaluator)

Is deeply loyal and compassionate, analysing the benefits and problems of a given direction. Within the team, though, a good improviser, active under pressure. Prevents team from losing touch with reality

6. Wise Coach (Teacher and Implementer)

Imparts wisdom, maturity, and skill to others; validates direction; and ensures completeness. Most aware of individual needs and emotional undercurrents within the team.

7. Responsible Finisher (Organizer, Completer and Coordinator)

Visualizes final results and directs resources for the successful completion of goals. The practical organiser, concerned with what is feasible. Turns decisions into defined and manageable tasks that people can actually get on with

## Notes





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 4 – Very Often true of me  
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## 2. RESOURCEFUL PROVIDER

Is resourceful, prudent and thrifty, constantly ensuring the best use of all available resources.

**Cautiousness, Contentment, Gratefulness, Punctuality, Resourcefulness, Thriftiness, Tolerance**

### In my organisation/ team.....

1	I ask for counsel from wise and experienced people.	1	2	3	4	5
2	I do think about what I am going to say before I speak	1	2	3	4	5
3	I plan ahead and count the cost, especially for big endeavours.	1	2	3	4	5
4	When I make choices, I take responsibility for the possible effect on others.	1	2	3	4	5
5	I develop sound methods and stick to the plan.	1	2	3	4	5
6	I rejoice in the wealth of things that money cannot buy more than temporal possessions.	1	2	3	4	5
7	I do not make impulsive decisions and purchases.	1	2	3	4	5
8	I use what I have with gratefulness.	1	2	3	4	5

9	I have prioritized my budget where it will do the most good.	1	2	3	4	5
10	I cultivate the appearance of prosperity.	1	2	3	4	5
11	I quickly express thanks (public recognition) to other people who have helped me.	1	2	3	4	5
12	I rejoice in trials and tribulations.	1	2	3	4	5
13	I honestly appreciate those who have invested time and effort in my life.	1	2	3	4	5
14	I often acknowledge others for their hard work.	1	2	3	4	5
15	My gratitude motivates people to freely invest in others.	1	2	3	4	5
16	I am always on time to meetings and appointments.	1	2	3	4	5
17	I allow sufficient time so that minor delays do not foil my plans so that we can finish projects on time.	1	2	3	4	5
18	I don't mind being a few minutes late to a meeting if I am in the middle of something important.	1	2	3	4	5
19	I promptly pay my bills.	1	2	3	4	5
20	I fulfil the promises I have made to others.	1	2	3	4	5
21	I see needs and address them at a minimum expense.	1	2	3	4	5
22	I look for new ways to use old resources.	1	2	3	4	5
23	I have learned to make what I have more useful.	1	2	3	4	5
24	I make well use of all my talents.	1	2	3	4	5
25	I do not hoard resources but put them to better use by sharing with others	1	2	3	4	5
26	I study procedures to see how they can be more efficient and less costly.	1	2	3	4	5
27	I keep detailed records of my resources so I know how they are being spent.	1	2	3	4	5
28	I research possibilities very carefully and look for the best buy.	1	2	3	4	5
29	I keep track of each income and expense according to my budget plan.	1	2	3	4	5
30	I am preparing for emergencies and major purchases.	1	2	3	4	5
31	I look for common ground with people of different viewpoints and behaviour rather than focusing solely on differing opinions and standards.	1	2	3	4	5
32	I get to know others before forming opinions.	1	2	3	4	5
33	I encourage growth and development in those around me.	1	2	3	4	5
34	I maintain very high standards when others irritate me.	1	2	3	4	5
35	I keep problems in their proper perspective.	1	2	3	4	5

## Notes



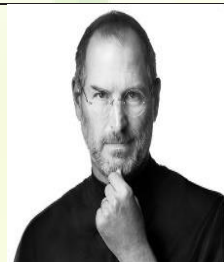
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 4 – Very Often true of me  
 5 – True of me Almost always



### **3. Optimistic Analyzer (Idealist)**

**Seeks excellence in thought, word and deed; sees problems when they arise and speaks the truth with boldness.**

**Boldness, Forgiveness, Obedience, Persuasiveness, Sincerity, Truthfulness, Virtue**

### **In my organisation/ team.....**

1	I will always be prepared to give a ready answer for the hope that lies within me.	1	2	3	4	5
2	My integrity does not warrant a hearing.	1	2	3	4	5
3	I will do anything when I see error and injustice.	1	2	3	4	5
4	I avoid dealing with” someone else’s problems.	1	2	3	4	5
5	I promote justice and will validate my opinion.	1	2	3	4	5
6	I can easily move on after having a disagreement with a co-worker.	1	2	3	4	5
7	The thought of certain offenders bring pain and hurt to me.	1	2	3	4	5

8	I control my anger when others offend me.	1	2	3	4	5
9	I covet my problems and allow them to fester in my mind.	1	2	3	4	5
10	I don't hold a grudge.	1	2	3	4	5
11	I set aside distractions when listening to instructions.	1	2	3	4	5
12	Others would say that I cheerfully do and immediately obey what is asked for.	1	2	3	4	5
13	I procrastinate on tasks that I do not enjoy.	1	2	3	4	5
14	I ask for reasons when my request is denied.	1	2	3	4	5
15	My authorities have confidence that I will fulfil their direction.	1	2	3	4	5
16	I tend to ask a lot of questions when trying to get to the root of a problem or issue.	1	2	3	4	5
17	I often think about how I can approach a person to better communicate with him or her.	1	2	3	4	5
18	I present facts versus just opinions.	1	2	3	4	5
19	I care what is right and do want others to agree with me.	1	2	3	4	5
20	I have a testimony or stories concerning various areas of my life so that others would be persuaded to follow my example.	1	2	3	4	5
21	I am the same on the outside as you are on the inside.	1	2	3	4	5
22	I do not judge others about things of which I am guilty as well.	1	2	3	4	5
23	I deeply consider how you say things so that others fully understand me.	1	2	3	4	5
24	My words and actions can give others a false impression.	1	2	3	4	5
25	My words and actions are consistent.	1	2	3	4	5
26	I ask others to point out faults of which I may be unaware.	1	2	3	4	5
27	I do not speak vaguely or tell only part of the truth to escape the consequences of my actions.	1	2	3	4	5
28	I do not exaggerate my achievements to others.	1	2	3	4	5
29	I address problems and don't ignore them and hope they go away.	1	2	3	4	5
30	I do not lie or hide the truth for fear of rejection.	1	2	3	4	5
31	Others ask me for counsel for the problems they are facing in their lives.	1	2	3	4	5
32	I am more concerned with acting rightly or with acting popularly.	1	2	3	4	5
33	I set a very good example for others.	1	2	3	4	5
34	I consistently do what is right.	1	2	3	4	5
35	There are influences in my life that corrupts my virtue.	1	2	3	4	5

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### **4. Dependable Helper (Server)**

**A SERVER** sees and meets others' needs, helps them to reach their goals and give their time and energy.

**Alertness, Availability, Endurance, Flexibility, Generosity, Hospitality, Joyfulness**

### In my organisation/ team.....

1	I detect problems before they fully develop.	1	2	3	4	5
2	I protect my good name by doing what is right.	1	2	3	4	5
3	I reject all whisperers, talebearers and gossipers.	1	2	3	4	5
4	I am not prepared for the challenges that come my way.	1	2	3	4	5
5	I deal with issues promptly and do not ignore problems, hoping that they will go away.	1	2	3	4	5
6	I also work to make others successful in my team.	1	2	3	4	5
7	I tend to get discouraged.	1	2	3	4	5
8	I want to give up when everything seems to go wrong.	1	2	3	4	5



9	I keep my personal responsibilities to a minimum so that I have more time to serve other people.	1	2	3	4	5
10	I am the type of person that people go to for help.	1	2	3	4	5
11	When I feel uptight or stressed I take action to manage my anxiety.	1	2	3	4	5
12	I take the next step rather than become overwhelmed by obstacles.	1	2	3	4	5
13	I surrounded myself with a support group who can help me not to give up or quit.	1	2	3	4	5
14	I balance time devoted to work, family and rest.	1	2	3	4	5
15	I have a good ability to block out difficulties and focus on the task at hand.	1	2	3	4	5
16	When plans are changed, I enjoy trying out the new things.	1	2	3	4	5
17	I can easily see the opportunities that come with change.	1	2	3	4	5
18	I am known to be stubborn or set in my ways.	1	2	3	4	5
19	I act on what is right even when the outcome is in doubt.	1	2	3	4	5
20	I feel frustrated when other people give me advice how to do my work differently.	1	2	3	4	5
21	I manage my resources in a way that allows me to be generous.	1	2	3	4	5
22	I freely give of my time and resources.	1	2	3	4	5
23	I seriously looking for ways to help others.	1	2	3	4	5
24	I like to give appreciation.	1	2	3	4	5
25	I have often have sacrificed things I wanted in order to give to the needs of others.	1	2	3	4	5
26	I have purposed to develop and demonstrate a spirit of hospitality wherever I go.	1	2	3	4	5
27	During conversations, I focus on the interests of the people in the conversation.	1	2	3	4	5
28	I greet others courteously and ask them about themselves.	1	2	3	4	5
29	I easily note others' needs and preferences.	1	2	3	4	5
30	I have allowed myself to become so busy that I overlook others.	1	2	3	4	5
31	People see a bright countenance when they look at me.	1	2	3	4	5
32	I look for opportunities to share joyful experiences with others.	1	2	3	4	5
33	I put my whole heart and mind into the jobs I am given.	1	2	3	4	5
34	I definitely focus on the good things in life so that my environment encourages a good attitude in others.	1	2	3	4	5
35	I relieve tough situations with good, appropriate emotions and a positive attitude.	1	2	3	4	5

## Notes



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4. Let me repeat” **be bluntly honest** with yourself
5. Complete the survey by following the instructions below

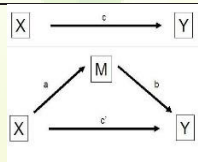
1 – Very seldom true of me

2 – Seldom true of me

3 – Sometimes true of me

4 – Very Often true of me

5–True of me Almost always



### 5. HARMONIOUS MEDIATOR

**A MEDIATOR** is caring and loyal; analysing the benefits and problems of a given direction.

**Attentiveness, Compassion, Deference, Gentleness, Justice, Meekness, Sensitivity**

### In my organisation/ team.....

1	I always surround myself with wise and mature counsellors.	1	2	3	4	5
2	I am able to recall exact details after a discussion.	1	2	3	4	5
3	When given direction, I make sure that I fully understand.	1	2	3	4	5
4	I give undivided attention when people speak to me.	1	2	3	4	5
5	I do not distract others with my action or speech.	1	2	3	4	5
6	I try to put myself in other people's shoes to understand their perspective.	1	2	3	4	5
7	I do look for ways to help those who can never repay me.	1	2	3	4	5
8	When I see needs, I do ask myself how I can help.	1	2	3	4	5
9	I enjoy taking time from my own schedule to assist colleagues or friends who need help.	1	2	3	4	5

10	I have avoided loved ones because I did not want to feel the weight of their recurring problems.	1	2	3	4	5
11	I offend others by the things that I say or do.	1	2	3	4	5
12	I merely avoid conflict.	1	2	3	4	5
13	I am more interested in arguing than in understanding.	1	2	3	4	5
14	Others say they honour me.	1	2	3	4	5
15	I do not offend people of other cultures or ethnic groups (backgrounds and philosophies) by the words I use to describe them.	1	2	3	4	5
16	I have developed self-discipline and humility in order to be attentive to the hurts and needs of others.	1	2	3	4	5
17	I give a soft answer so that I do not offend or discourage others.	1	2	3	4	5
18	I make an effort to help others in maintaining sound relationships.	1	2	3	4	5
19	I look for the truth to personally understand others.	1	2	3	4	5
20	I become irritable and reactionary when people with needs intrude upon my time and energy.	1	2	3	4	5
21	My life exemplifies justice and telling a lie is not okay.	1	2	3	4	5
22	I take appropriate action when I see injustice.	1	2	3	4	5
23	All my methods and goals demonstrate justice.	1	2	3	4	5
24	I appreciate others confronting me and seriously consider what they have to say.	1	2	3	4	5
25	All my decisions are motivated by what is right, just and fair.	1	2	3	4	5
26	Others praise me for a meek and quiet influence.	1	2	3	4	5
27	I evaluate situations according to the standards of character first.	1	2	3	4	5
28	I determine what upsets me before I just react.	1	2	3	4	5
29	I quickly refocused on my responsibilities when others irritated me.	1	2	3	4	5
30	I first sought a constructive solution before reacted to the personalities involved.	1	2	3	4	5
31	I cut off communication with other members if I do not understand them.	1	2	3	4	5
32	I easily observe others' behaviour and discern when something may be wrong.	1	2	3	4	5
33	I feel others' joy, pain, frustration, anger, disappointments.	1	2	3	4	5
34	I ask sole searching questions in order to understand others.	1	2	3	4	5
35	I have neglected to help when I knew I could have.	1	2	3	4	5

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 4 – Very Often true of me  
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#### **6. WISE COACH (TEACHER)**

**Imparts wisdom, maturity and skill to others; validates direction;  
and ensures completeness**

**Dependability, Diligence, Honour, Patience, Security, Self-control,  
Thoroughness**

**In my organisation/ team.....**

1	If I experience unexpected difficulties, I do not use them as excuses for not finishing a task.	1	2	3	4	5
2	When I give my word to do something, others always can count on me to do it, even if it is more difficult than I expected.	1	2	3	4	5
3	I graciously but firmly decline invitations that will distract me from fulfilling my accountabilities.	1	2	3	4	5
4	I am not less diligent in “little things”.	1	2	3	4	5
5	I make sure that I over deliver on my promises even when it is difficult.	1	2	3	4	5
6	I plan ahead in order to do a job in the most efficient way.	1	2	3	4	5
7	I pursue excellence and quality of work.	1	2	3	4	5

8	I have developed habits to help me to avoid distractions.	1	2	3	4	5
9	I am known for getting things done.	1	2	3	4	5
10	I work wholeheartedly to complete each job.	1	2	3	4	5
11	I look for ways to praise others and to deflect praise when I receive it.	1	2	3	4	5
12	I value each person and fully and sincerely honour them.	1	2	3	4	5
13	I demonstrate a cooperative attitude.	1	2	3	4	5
14	My actions communicate genuine respect.	1	2	3	4	5
15	I admire consistent brutal integrity.	1	2	3	4	5
16	I can be perceived as steam trolling people to drive results.	1	2	3	4	5
17	I patiently instruct those for whom I am responsible.	1	2	3	4	5
18	I rejoice in trials instead of becoming bitter.	1	2	3	4	5
19	I don't skip steps in a process just to get things done faster.	1	2	3	4	5
20	When I fail, I examine immediately the rightness of the cause and try again.	1	2	3	4	5
21	I concentrate definitely more on spiritual strength rather than on building physical strength.	1	2	3	4	5
22	I have clearly defined what I should value most.	1	2	3	4	5
23	My decisions are guided by solid principles.	1	2	3	4	5
24	I respond with absolute integrity when something needs to change.	1	2	3	4	5
25	I take efforts to help others in their crises.	1	2	3	4	5
26	I control my eating and don't allow myself to indulge in food.	1	2	3	4	5
27	I don't hesitate to speak up when I don't agree with something.	1	2	3	4	5
28	I do not ever erupt in uncontrollable anger.	1	2	3	4	5
29	I would describe myself as a go-getter.	1	2	3	4	5
30	I like to get even with those who do me wrong.	1	2	3	4	5
31	I am a detailed oriented person.	1	2	3	4	5
32	I am consistently committed to practice habits of thoroughness in all I do.	1	2	3	4	5
33	I double check my work before finalizing it.	1	2	3	4	5
34	I check my work periodically to look for ways to become more efficient and improve my methods.	1	2	3	4	5
35	I have written down the objectives and critical details of all my projects.	1	2	3	4	5

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### **7. RESPONSIBLE FINISHER (ORGANIZER)**

An **ORGANISER** sees the final results in his minds eye and directs the necessary resources to reach goals successful.

**Decisiveness, Determination, Humility, Initiative, Loyalty, Orderliness, Responsibility**

### In my organisation/ team.....

1	I put off making big decisions.	1	2	3	4	5
2	I seek wise counsel before making a decision.	1	2	3	4	5
3	I enjoy making big decisions.	1	2	3	4	5
4	I have made a commitment to do what is right, regardless of the cost.	1	2	3	4	5
5	I am comfortable making decisions promptly.	1	2	3	4	5
6	I commit to reach a goal and overcome any obstacles I encounter along the way.	1	2	3	4	5
7	I have a motivating purpose in life.	1	2	3	4	5
8	I don't let anything stand in my way of achieving what I want.	1	2	3	4	5
9	I do not allow problems or failures to keep me from trying again.	1	2	3	4	5

10	I set goals, daily actions and schedule the steps to reach them.	1	2	3	4	5
11	When people disagree with me, I argue to defend my position.	1	2	3	4	5
12	I inwardly react to criticism.	1	2	3	4	5
13	I find in general difficult to admit that I am wrong.	1	2	3	4	5
14	I talk more than I listen.	1	2	3	4	5
15	I seek advice and listen to criticism without becoming defensive.	1	2	3	4	5
16	I show initiative by constantly asking for new and better ways of doing things.	1	2	3	4	5
17	I create processes to make work easier for others.	1	2	3	4	5
18	I sat down and talk through projects to find out better ways to do it.	1	2	3	4	5
19	I manage my time optimally so that I can give my best effort.	1	2	3	4	5
20	I prefer others to take the lead and initiative.	1	2	3	4	5
21	I speak well of my authorities even during difficult times versus murmur and complain.	1	2	3	4	5
22	I protect my team even when circumstances make it difficult.	1	2	3	4	5
23	I remain true to all my commitments despite hardship.	1	2	3	4	5
24	Even when I disagree with a moral decision made by my leaders, I will always support it 100%.	1	2	3	4	5
25	I will always treat other members as I would want to be treated.	1	2	3	4	5
26	I have a method by which to set and balance personal, family and work goals.	1	2	3	4	5
27	I plan out what needs to get done at the beginning of the day.	1	2	3	4	5
28	My life is marked by clutter and chaos.	1	2	3	4	5
29	Those who know you best would say that you are orderly.	1	2	3	4	5
30	I have established standard operating procedures both on and off the job.	1	2	3	4	5
31	I work hard to be kind and considerate to everyone, not just the co-workers who are my friends.	1	2	3	4	5
32	I know exactly what is expected of me at work.	1	2	3	4	5
33	I fulfil all my responsibilities in my job.	1	2	3	4	5
34	I accept personal responsibility for all my thoughts, words, actions and attitudes.	1	2	3	4	5
35	I take full responsibility for my own health and well-being.	1	2	3	4	5

## Notes

# THE WAY WE DO THINGS IN OUR FAMILY

Please indicate to what extent you think these statements must be included in the final document about the way we do things in our family

1	I will Honour and Respect my family members and parents at all time	1	2	3	4	5
2	Everyone will be ACCOUNTABLE by taking ownership and responsibility	1	2	3	4	5
3	We will maintain the family values, the sense of belonging, a caring environment where our ~ Word is our word	1	2	3	4	5
4	We will create an environment of servant leadership where strong relationships will be the key	1	2	3	4	5
5	You can challenge the status quo, dare to be different but solution focus and not being afraid of change	1	2	3	4	5

So where do we stand on these issues?

--

6	The focus will be on regular and transparent communication	1	2	3	4	5
7	We will develop a learning and forgiving culture. No grudges and old cows of the past	1	2	3	4	5
8	STOP if somebody ask you not to carry on with that discussion	1	2	3	4	5
9	We will not complain to other family members about something, someone, if I have not discussed this with the relevant person first	1	2	3	4	5
10	I will treat my family members with Compassion and Gentleness and in the same manner I want to be treated	1	2	3	4	5

So where do we stand on these issues?

--



11	I will not take feedback from my family a personal attack, before applying Discernment...I will use it to Grow my character	1	2	3	4	5
12	I will not I bad mouth my family in any way	1	2	3	4	5
13	We will thrive to Empower ourselves with knowledge, and good Character qualities from the Word of God	1	2	3	4	5
14	We will treat each other with Honesty and Truthfulness	1	2	3	4	5
15	We will perform our family duties with Enthusiasm, Determination, Loyalty and Initiative.	1	2	3	4	5

**So where do we stand on these issues?**

--

16	There will not be a blaming and passing the buck attitude	1	2	3	4	5
17	Complacency, mediocrity or resting on our laurel's will be something that we can't afford to have	1	2	3	4	5
18	We won't afford an autocratic arrogance way of talking to each other	1	2	3	4	5
19	You will not be kept in the dark	1	2	3	4	5
20	Negative attitudes or doom and gloom will be stopped	1	2	3	4	5

**So where do we stand on these issues?**

--

21	Rumour mongering, back- biting, and hidden agenda will not be tolerated	1	2	3	4	5
22	We will be Grateful to God for all the blessings he brings upon us and the business and Thank Him for that daily.	1	2	3	4	5
23	We will evaluate these practices once per year	1	2	3	4	5
24	No more repeating mistakes of past	1	2	3	4	5

25	We will celebrate our differences, being curios to get to know each other and learn from each other, not being scared of differences	1	2	3	4	5
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**So where do we stand on these issues?**

--

26	We will actively think how can we bless and call forth the good qualities in each other and say at least 2 positive things about each other's character from time to time, meaning not just focusing on things the other person DOES well, but WHO the other person IS	1	2	3	4	5
27	We will strive towards a mindset of how can we build relationships and show love in the way that is meaningful to each other	1	2	3	4	5
28	We will start to think that in the same way you service your car regularly and you need to water your garden regularly, we will take responsibility even MORE so to water our relationships and keep our love buckets in check regularly	1	2	3	4	5

**So where do we stand on these issues?**

--

29	Daily praying together and forgiving forward	1	2	3	4	5
30	<b>Other Please specify</b>	1	2	3	4	5

**So where do we stand on these issues?**

--

# STRONGMESSAGE FACTS AT A GLANCE

FLAGSHIP PROGRAMMES	ASSESSMENTS	CHARACTER FIRST	TRUE AFRICA LEADERSHIP
<ol style="list-style-type: none"> <li>1. The Character way of Service Excellence</li> <li>2. Sound Governance, Ethical Leadership and Relationship Management</li> <li>3. Seven Courageous Conversations</li> <li>4. Raising the Bar of Excellence</li> <li>5. Facilitating Perpetual and Strategic Change</li> <li>6. Competitive People Management Practice</li> <li>7. Touch of Class Selling Skills</li> <li>8. Competency Based Coaching and Development</li> <li>9. Optimising Emotional Intelligence</li> <li>10. Conflict Intelligence and Negotiation</li> <li>11. Sound Labour Relations</li> <li>12. High Impact Supervisory Training</li> </ol>	<ol style="list-style-type: none"> <li>1. Competency Profiling</li> <li>2. Accomplish Analysis</li> <li>3. Emotional Intelligence</li> <li>4. Career Direct</li> <li>5. Personality DISC</li> <li>6. Personality</li> <li>7. Interest</li> <li>8. Skills</li> <li>9. Values</li> <li>10. Competency-Based Coaching</li> </ol>	<ol style="list-style-type: none"> <li>1. Basic</li> <li>2. Advance</li> <li>3. Character-Based Leadership</li> <li>4. Families</li> <li>5. 100 Minutes Powerhour Character Workshops</li> </ol>	<ol style="list-style-type: none"> <li>1. Pre-Marital</li> <li>2. Married for Life</li> <li>3. Parents for Life</li> <li>4. Business God's Way</li> <li>5. Stewardship</li> <li>6. Spread your Wings</li> <li>7. Entrepreneurship that Prospers</li> <li>8. Finish with your Calling</li> <li>9. Money and Marriage God's Way</li> </ol>

## FINISH STRONGLY WITH YOUR CALLING IN LIFE



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