



iKnow
MyDesign
Character

RAISE THE BAR OF EXCELLENCE ©

Instructions

1. Your participation in this survey is completely confidential.
2. You can be ensured and feel free to answer any question **HONESTLY** as you feel about it.
3. When you answer the questionnaire, think about the way in which you operate and how the Character qualities relate to you right now.
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



1. Visionary Dreamer (Visionary)

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)**
Is committed to growth, looks beyond problems to causes and develops precise solutions for success.
2. **Resourceful Supporter (Provider)**
Is resourceful, prudent and thrifty, constantly ensuring the best use of all available resources.
3. **Optimistic Analyzer (Idealist)**
Seeks excellence in thought, word and deed; identifies problems as they arise and speaks truth boldly.
4. **Dependable Helper (Server)**
Sees and meets others' practical needs, frees them to accomplish their goals and invests time and energy in their success.
5. **Harmonious Mediator (Mediator)**
Is deeply loyal and compassionate, analysing the benefits and problems of a given direction.
6. **Wise Coach (Teacher)**
Imparts wisdom, maturity, and skill to others; validates direction; and ensures completeness
7. **Responsible Finisher (Organizer)**
Visualizes final results and directs resources for the successful completion of goals.

Thank you for completing the questionnaire

FACILITATED BY: Dr Mario Denton (MBA, MeCon, PhD)

Mario is an optimist who has a passion for people and tutoring and a real love for life. He has devoted his career to people management and facilitating complex and perpetual change. Mario uses his strong academic and corporate background and his uniquely effective coaching style to help people tap into their inner being to utilize their strengths and expand their skills. He has been the study leader of 160 MBA research projects to date, has published 15 books and various articles and has read papers at 32 conferences worldwide. He is an international teacher and industrial psychologist. He is a business consultant. Dr Mario Denton is a passionate Career Direct Master Trainer and Business Coach. He is also very passionate about optimizing the human talent. He has a real heart for people.

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