

Assessing your mindset

Exercise: Think of your last week or two at work and everything that happened during that time. In the following **table**, in each pair of statements, tick the one that you think most describes your attitude or behaviour during that time:

1. I am pleased with what I was able to accomplish.	<input type="checkbox"/> <input type="checkbox"/>	1. I didn't manage to achieve very much.
2. I got to do the things that I do best.	<input type="checkbox"/> <input type="checkbox"/>	2. I did lots of things but I'm not sure which things I'm good at.
3. My team members were a pleasure to work with.	<input type="checkbox"/> <input type="checkbox"/>	3. My team members were difficult, as they usually are.
4. My team members made excellent contributions.	<input type="checkbox"/> <input type="checkbox"/>	4. My team members didn't contribute as much as they really should.
5. As far as was possible, the tasks people in the team were occupied with were allocated to them in a way that plays to their strengths.	<input type="checkbox"/> <input type="checkbox"/>	5. People did the tasks allocated to their role.
6. I gave each and every one of them feedback on their positive contributions.	<input type="checkbox"/> <input type="checkbox"/>	6. I didn't give much positive feedback. It's not something I do all that much.
7. It was clear to me that people in the team are highly motivated and enjoying their work.	<input type="checkbox"/> <input type="checkbox"/>	7. Team members didn't look too motivated or enjoying what they were doing. That's the way it usually is.
8. I was able to encourage people to think about where they could perform at an even higher level.	<input type="checkbox"/> <input type="checkbox"/>	8. I told a few of them what I was not happy about. I do this regularly.
9. I started off our team meeting with a sharing of achievements and successes since our previous meeting.	<input type="checkbox"/> <input type="checkbox"/>	9. I focused our team meeting on the problems in the team. That's what I usually do.
10. I ended our team meeting looking at what we had achieved during it.	<input type="checkbox"/> <input type="checkbox"/>	10. I ended our team meeting with a recap on what I need people to do, to ensure the message got through.
11. Where I had to point out weak areas of performance, I communicated my confidence in the person's abilities.	<input type="checkbox"/> <input type="checkbox"/>	11. Where I had to point out weak areas of performance, I expressed my dissatisfaction.
12. When we addressed a problem I focused the discussion on describing the solution and how we will get there.	<input type="checkbox"/> <input type="checkbox"/>	12. When we addressed a problem, I ensured we identified the cause and who was responsible.

Assessing your score: Count the ticks you made on the left hand column and then look at which range your score appears in below:

- 10-12: Congratulations – you're already very strengths focused.
- 8-10: You lean towards a strengths focus already.
- 5-7: You're about half way there.
- 3-5: You lean towards a focus on weakness/deficit.
- 1-2: Your mindset is very focused on weakness/deficit.