*Put an X on the following continuum to indicate your current belief.*

**I work I work for**

**for my boss. my customer.**

My job is to please my boss and make him look good.

My boss’s job is to give me clear expectations.

My boss evaluates my performance.

I observe the chain of command in communication

|  |  |  |
| --- | --- | --- |
|  |  |  |
|  |  | I understand the value chain between me and the ultimate customer.I have clarity about what my direct customers expect of me.My customers evaluate my performance.My communication is open and frequent across functional lines |

*Put an X on the following continuum to indicate your current belief.*

**My boss manages I manage my own**

**my performance. performance.**

|  |  |  |
| --- | --- | --- |
|  |  |  |
| I report on work progress when the boss asks me.My boss is responsible for initiating and conducting performance reviews.My boss initiates discussion on performance breakdowns.I seldom recommend changes in my job responsibilities. |  | I take the initiative to report on my work progress.I actively prepare for and participate in my performance reviews.I initiate discussion on performance breakdowns.I recommend changes in my job responsibilities. |

*Put an X on the following continuum to indicate your current belief.*

**My boss and I are My boss and I are**

**separate and unequal. partners.**

I am cautious about expressing opinions and suggestions.

My boss rarely asks for my opinion or advice.

My boss does not feel any responsibility for my success.

I don’t know what my boss’s roles or goals.

|  |  |  |
| --- | --- | --- |
|  |  |  |
|  |  | I feel free to express opinions and suggestions to my boss. My boss often asks for my opinion or advice.My boss shows a personal responsibility or my success.I have clarity about my boss’s roles or goals... |

*Put an X on the following continuum to indicate your current belief.*

**I am loyal to I am loyal to**

**self-preservation. the truth.**

I avoid making clear commitments.

I wait for others to follow up with me.

I seldom give people direct feedback.

I make excuses for performance breakdowns.

|  |  |  |
| --- | --- | --- |
|  |  |  |
|  |  | I make clear commitments.I communicate progress accurately and timely.I give clear and direct feedback to others.I take ownership for performance breakdowns. |

*Put an X on the following continuum to indicate your current belief.*

**I don’t have much I am a lifelong**

**time for learning. learner.**

|  |  |  |
| --- | --- | --- |
|  |  |  |
| I rarely take time to assess my learning needs.I am not currently working on a learning goal.I have not read a book or article in the past month.I rarely participate in educational seminars. |  | I regularly assess my learning needs.I am currently working on one or more learning goals.I have read one book or article this past month.I regularly participate in educational seminars |