*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 |