

## Do the Right Thing: Self-Reflection Activity

Now that you have more information about some of the behaviors and attributes associated with **Doing the Right Thing**, take a moment to reflect and rate yourself on your use of them.

### INSTRUCTIONS

Read each statement below. Then use a 0–4 scale (“Never” to “Most of the time”) to rate yourself on how often you use the attribute described.

<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
<b>Never</b>	<b>Rarely</b>	<b>Once in a while</b>	<b>Half of the time</b>	<b>Most of the time</b>

#### Balances Leadership & Management

#### Your Rating

<b>76</b>	Articulates clear performance goals and expectations to team members	
<b>77</b>	Is forward thinking and has a clear view of what’s necessary for future success	
<b>78</b>	Seeks to find solutions rather than someone to blame	
<b>79</b>	Regularly schedules planning meetings with team members	
<b>80</b>	Inspires and motivates others to share his/her vision	
<b>SUBTOTAL SCORE</b>		

#### Demonstrates Moral Courage

#### Your Rating

<b>81</b>	Does what is right despite the political climate or consequences	
<b>82</b>	Gives honest feedback to team members about their work performance	
<b>83</b>	Deals quickly and effectively with problems	
<b>84</b>	Does not postpone making tough or unpleasant decisions	
<b>85</b>	Says what he/she means and means what he/she says	
<b>SUBTOTAL SCORE</b>		

**Encourages Others**

**Your Rating**

<b>86</b>	Is patient with team members when they are learning a new skill	
<b>87</b>	Provides constant on-the-spot feedback to team members	
<b>88</b>	Gives employees guidance and support concerning career progression	
<b>89</b>	Is a good listener when others just want to talk things out	
<b>90</b>	Takes the time to recognize others for their contributions and achievements	
<b>SUBTOTAL SCORE</b>		

**Assesses the Situation Before Action**

**Your Rating**

<b>91</b>	Rarely makes decisions until he/she has heard all the facts	
<b>92</b>	Examines multiple explanations and considers all relevant data when solving problems	
<b>93</b>	Asks “why questions” more than “what questions”	
<b>94</b>	Assesses all options then selects the most viable one to solve a problem	
<b>95</b>	Draws on experience and available resources to guide actions/decisions	
<b>SUBTOTAL SCORE</b>		

**Coaches Others**

**Your Rating**

<b>96</b>	Helps others assess their skills and determine how to broaden them	
<b>97</b>	Helps others recognize and eliminate unproductive behavior	
<b>98</b>	Listens attentively to others to help guide their decision making process	
<b>99</b>	Is perceived by others as a good sounding board	
<b>100</b>	Encourages team members to find their own solutions to problems	
<b>SUBTOTAL SCORE</b>		

**YOUR TOTAL  
SCORE**

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**Scores:**

79 to 100: **High** – You demonstrate very effective use of this principle; inspire and help others develop skills to successfully use it.

65 to 78: **Average** – You demonstrate effective use of this principle; continue working to enhance your ability to use it.

Below 65: **Low** – You demonstrate limited use of this principle; take advantage of opportunities to enhance your ability to use it.

**Note:**

For a more comprehensive evaluation, a companion 360° assessment (*LEAD 360*) is available with this book. The assessment allows members of your immediate work circle to assess the degree to which you exhibit the principles and behaviors discussed in this book. Visit [www.AlonzoJohnsonPHD.com](http://www.AlonzoJohnsonPHD.com) or [www.lead360assessment.com](http://www.lead360assessment.com) for additional information on how to complete the LEAD 360 assessment.