

Rate your level of identification with each of the behaviors listed below using a five-point scale with 5 being high and 1 being low.

MOTIVATIONAL	
	Use expertise, information and goodwill as your personal power base.
	Create internal, cross-functional communication channels.
	Volunteer to solve problems and fix what's broken in times of crises.
	Search for opportunities to grow personally and develop professionally.
	Sub-score
INTERPERSONAL	
	Inspire others with your desire to have fun and enjoy what you do.
	Suffer from complacent co-workers who resent your accomplishments.
	Operate independently with little direction and supervision.
	Lose relational effectiveness and personal influence when promoted.
	Sub-score
ANALYTICAL	
	Work quickly and quietly without calling attention to your achievements.
	Look for opportunities to do work that makes a meaningful difference.
	Feel your accomplishments are often unrecognized and undervalued.
	Possess a unique set of skills, abilities and underused talents.
	Sub-score
JUDGMENTAL	
	Suggest an alternative strategy when you believe your way is better.
	Set high performance goals, and expect co-workers to do the same.
	Network with friends and colleagues to stay current on job openings.
	Become dissatisfied with the status quo and look for challenges elsewhere.
	Sub-score
ORGANIZATIONAL	
	Expand your sphere of influence through continuous improvement.

	Willingly accept assignments that others cannot or will not do.
	Reach across departmental barriers and boundaries to form coalitions.
	Develop reliable external sources of accurate and timely information.
	Sub-score
POLITICAL	
	Seek assurance that accuracy matters when you point out inconsistencies.
	Question ambiguity, and ask for clarification when faced with uncertainty.
	Expect the people above you to appreciate honest feedback and critical advice.
	Trust that you can correct a mistake without fear of retaliation or retribution.
	Sub-score