

Self Assessment

The purpose of this exercise is to assist you in understanding where your opinions originate. There are no right or wrong answers, so please consider each question thoughtfully and answer them openly and honestly.

About you personally:

1. What generation do you belong to?

- Silent (born between 1922 - 1942) _____
- Baby Boomer (born between 1943 - 1960) _____
- Generation X (born between 1961 - 1980) _____
- Generation Y (born between 1981 - 2001) _____

2. Where did you live during your formative years (between the ages of 5 - 22)?

Examples: Nebraska, the Bronx, outside of the United States

3. Were you a “latch-key kid”? (If you don’t know what that means, you probably weren’t.)

4. Describe your economic status during your formative years:

5. Were your parents divorced? _____

6. What were the three defining historical moments during your formative years that had the greatest impact on your life?

Examples: Pearl Harbor, Cuban Missile Crisis, Watergate, the Berlin Wall

7. Who were your heroes?

8. What are your top three priorities in your life?

9. How comfortable are you using today's personal technological tools?
(internet, mobile communication, personal software tools)

Very _____
Somewhat _____
Not Hardly _____

Your business leadership perspectives:

1. How important is the interview process for a new-hire?

Very _____
Somewhat _____
Not Hardly _____

Why? _____

2. What are the three characteristics of an ideal employee?

3. Do you prefer your employees to self-manage? _____

Why or why not? _____

4. How important do you feel the use of technological tools in the workplace are to your employees?

Very _____

Somewhat _____

Not Hardly _____

5. Do you encourage the use of these tools? _____

Why or why not?

6. Do you provide a career growth path for your employees? _____

Why or why not?

7. Do you provide educational opportunities for your employees? _____

Why or why not?

8. What do you consider to be a typical work week for your employees?

Monday - Friday, 40 hours with no evenings, weekends or overtime _____

Monday - Friday with occasional evenings, weekends and overtime _____

Whatever it takes to get the job done, on time and under budget _____

9. What do you consider to be reasonable vacation time after one year of employment?

Two weeks _____

Three weeks _____

Four weeks _____

10. How long do you expect an employee to stay with your company?

2 - 5 years _____

5 - 10 years _____

10 + years _____

11. How often do you meet with an employee 1 on 1 to discuss their performance?

- Weekly _____
- Monthly _____
- Annually _____
- Never _____

12. Does the employee's position in your company determine how often you meet with them to discuss their performance? _____

Why or why not? _____

13. Give three reasons why an employment candidate should choose your company:

14. What are the three strongest strengths you feel you possess as a Leader?
