

IS A STRENGTHS-BASED APPROACH A GOOD FIT FOR ME?

MANAGER SELF-ASSESSMENT

Objective: Becoming a strengths-based leader is a journey of self-exploration. Complete this quick assessment to find out if a strengths-based approach is a good fit for you.

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
1. I'm looking for a quick fix to improve results.					
2. Realizing your full potential is more about knowing your weaknesses than about knowing your strengths.					
3. Employees are more productive when they are closely monitored by their manager.					
4. The future of this company is bleak.					
5. I shouldn't have to recognize and encourage people to do a good job; that's what they get paid to do.					
6. I don't have time to develop my people or team.					

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
7. If employees can't cut it around here, there are plenty of other people out there I can recruit.					
8. I focus on fixing problems and pay little attention to things that are working well.					
9. Getting along with others contributes nothing to achieving results.					
TOTAL					

Scoring Key

- If most of your check marks are in the **first two columns**:
Bringing a strengths-based approach to your team or business is a great fit. In fact, in many ways you're probably already leading with this approach. In this book you will find additional ways to apply a strengths-based approach.
- If most of your check marks are in the **middle column**:
Bringing a strengths-based approach to your team or business may be a good fit. Perhaps you are new to managing or so busy that you haven't had the opportunity to

explore how you want to lead others. You will find lots of practical tools and techniques in this book to help you.

- If most of your check marks are in the **last two columns**:

Bringing a strengths-based approach to your team or business is not advised unless you are open to making significant changes in the way you view your role and your employees. You picked up this book or maybe someone passed it along to you, and so you must be curious about what you might learn. Keep reading.