

An Invitation to Help Me Grow

This survey is an invitation to you – someone who knows first-hand my strengths and opportunities to develop – to assess my current development mindset. Mark the number that best describes me in my interactions with you and others. I can only develop and improve to the extent to which I receive candid feedback about how I’m currently doing. Thank you for sharing your perspective.

This person makes a conscious effort to		NEVER					ALWAYS				
1	Get to know what motivates people to succeed.	1	2	3	4	5					
2	Put aside distractions and give full attention to the person speaking.	1	2	3	4	5					
3	Work with others to set goals that stretch yet are achievable.	1	2	3	4	5					
4	Demonstrate confidence that people will succeed.	1	2	3	4	5					
5	Help others generate a clear picture of what success looks like.	1	2	3	4	5					
6	Convey respect in all that he/she does.	1	2	3	4	5					
7	Ask open questions to gain a full understanding of the situation.	1	2	3	4	5					
8	Help others push beyond self-imposed limitations.	1	2	3	4	5					
9	Let others know why their contributions are important.	1	2	3	4	5					
10	Involve others in setting their own goals and plans to reach them.	1	2	3	4	5					
11	Encourage others to speak openly.	1	2	3	4	5					
12	Suspend judgments and assumptions.	1	2	3	4	5					
13	Embrace experimentation and mistakes as a natural part of growth and learning.	1	2	3	4	5					
14	Share information about the big picture.	1	2	3	4	5					
15	Encourage others to track their own progress.	1	2	3	4	5					
16	Maintain confidentiality.	1	2	3	4	5					
17	Confirm understanding of what the other person has intended to communicate.	1	2	3	4	5					
18	Encourage people to persevere when they are frustrated or discouraged.	1	2	3	4	5					
19	Identify resources others need and jointly plan for acquiring them.	1	2	3	4	5					
20	Resist solving problems; instead encourage others to find their own solutions.	1	2	3	4	5					
21	Follow through on commitments.	1	2	3	4	5					
22	Notice and acknowledge the emotions behind what people say.	1	2	3	4	5					
23	Praise effort and persistence as well as results.	1	2	3	4	5					
24	Identify roadblocks and brainstorm ways to remove them.	1	2	3	4	5					
25	Let others determine how and when to follow up.	1	2	3	4	5					

(The sub-totals that appear below point to some opportunities for me to enhance my development skills.)

Relationship Total

Listening Total

Growth Total

Support Total

Accountability Total

Additional Feedback Requested

What specifically do I do that supports your growth and development?

What suggestions can you share that will improve my effectiveness at helping you develop?