

The purpose of the pre-session assignment is to introduce you to five dimensions that skilled developers draw upon to gain maximum benefits. It contains a brief, 25-item self-assessment that will give you a basis for understanding how you are currently applying the five dimensions. Bring this completed self-assessment to the webinar where you will discover what it all means, where your strengths lie, and where you might want to focus greater attention and energy. The estimated time to complete this is 10 minutes.

Part 1: Self-Assessment

This confidential survey will help you assess your current development mindset. Respond the way you think others would if they were describing you by circling the corresponding number. Be honest with yourself. No one else will see your responses unless you choose to share them.

I make 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 I do.	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

Part 2: Scoring

In the spaces below, enter the number you circled for each response. Add up the scores for each column and enter the totals below.

Relationship Mindset	Listening Mindset	Growth Mindset	Support Mindset	Accountability Mindset
1	2	3	4	5
6	7	8	9	10
11	12	13	14	15
16	17	18	19	20
21	22	23	24	25
Total	Total	Total	Total	Total