

Are you ready to rise?

Answer each question below with a YES or NO.
Only answer YES if it is TRUE most of the time.

- 1 I find it easy to advocate for myself and negotiate for what I want

yes no
- 2 I am comfortable in getting my point across and claiming my achievements

yes no
- 3 I rarely find myself trying to rewrite events, I usually accept them and move on

yes no
- 4 I am able to manage my emotions and stay calm even when I am under pressure

yes no
- 5 When there's disagreement within the group, I feel comfortable bringing everyone to a collaborative solution

yes no
- 6 I am normally highly attuned to the details of relationships and to what people are feeling

yes no
- 7 I am intentional in building and leveraging my professional relationships

yes no
- 8 I listen more than I talk when in a conversation; I feel comfortable asking questions to uncover someone else's position

yes no

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| 9 | I often find myself motivating others towards greater enthusiasm for, and commitment to, work by appealing to emotion, values, logic, and personal example. | yes | no |
| 10 | I feel comfortable evaluating the performance of subordinates and facilitating their skill development and career advancement | yes | no |
| 11 | I have recognized what are the beliefs I have that are incongruent with my goals | yes | no |
| 12 | I am not likely to change my behavior to suit someone else instead of relying on my own value judgments | yes | no |
| 13 | I have found a balance between doing my job superbly and taking the steps to propel my career to the next level | yes | no |
| 14 | I rarely soften my language with phrases such as, "I wonder if..." "Do you think..." and "Can I ask a question?" | yes | no |
| 15 | I am not looking to master every detail in my job or being always perfect at what I do, I do my job well and take the time to build the relationships and get the visibility I need to move to the next level | yes | no |

YES =10 or NO=0. Add up all your scores and write your total. If you score below 120 and you have clearly identified some behaviors that are getting in your way, I recommend you follow these 4 tips:

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| ① Don't judge yourself or second guess what you are trying to do | ③ Don't work alone. Identify someone you can enlist to help you |
| ② Don't let fear conquer your greatness | ④ Take action. Action is the foundational key to all success |