

# Savvy Self-Assessment Profile

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## The Savvy Manager: 5 Skills That Drive Optimal Performance

Think you might already be a savvy manager? Let's find out! Be honest and objective in your assessment. For each statement, circle the number that best represents the frequency in how consistently you apply that practice. Next, total each column, and then add them together to reveal your savvy score.

**Response Scale: 1 = Never 2 = Rarely 3 = Sometimes 4 = Usually 5= Always**

Never <-> Always					
					<b>Self Managing</b>
1	2	3	4	5	I am self aware regarding my core values, strengths and weaknesses.
1	2	3	4	5	I control my emotions regardless of the event or situation.
1	2	3	4	5	I accept accountability for my thoughts and the words I speak.
1	2	3	4	5	I choose my actions to respond appropriately.
1	2	3	4	5	I stay alert to my emotional triggers.
					<b>Reflecting</b>
1	2	3	4	5	I take time daily to think through events of the day.
1	2	3	4	5	I can step outside of situations and perceive different points of view.
1	2	3	4	5	I can step outside myself to identify assumptions that influence my actions.
1	2	3	4	5	I question my motives and intentions as I work with others.
1	2	3	4	5	I use reflection to improve my performance.
					<b>Acting Consciously</b>
1	2	3	4	5	I do what is right, even when it is the harder choice.
1	2	3	4	5	My vision guides the actions I take.
1	2	3	4	5	I specify expectations about desired outcomes when delegating.
1	2	3	4	5	I know when to lead and when to follow.
1	2	3	4	5	I pay full attention to people when they are talking to me; I don't multi-task.
					<b>Collaborating</b>
1	2	3	4	5	I share my thoughts and opinions in ways that foster team work.
1	2	3	4	5	I use dialogue to develop ideas that enhance the work flow and output.
1	2	3	4	5	I work well with others even when I don't get my way.
1	2	3	4	5	I engage the talents and ideas of team members on projects that affect them.
1	2	3	4	5	I regard disagreement as a starting point for bringing people together.
					<b>Evolving</b>
1	2	3	4	5	I seek new opportunities to learn and grow.
1	2	3	4	5	I use my long term career plan to guide my decision points going forward.
1	2	3	4	5	I align my words with my actions; I walk my talk.
1	2	3	4	5	I utilize motivation as a positive driving force in my life.
1	2	3	4	5	I view mistakes as learning experiences.
					<b>Column TOTALS</b>
					<b>CUMULATIVE TOTAL</b>

## Your Savvy Rating

- 125 - 115 Well done! Your savvy skills are strong and well developed. Continue to grow.
- 114 - 100 You are on your way. Look for opportunities to further develop and more consistently apply your savvy skills.
- 99 - 85 You need to boost one or more of your skills. Focus on one skill at a time. Find ways to incorporate it into your current practices.
- Below 85 Opportunity is knocking. Direct your development around the savvy skills. Watch your results grow as you struggle less with new skills to guide your efforts.

## Insights for Action

Use the space below to write down what you learned about yourself and the savvy skills. Use your observation as a guide going forward to plan your new savvy learning. Take it slow. Choose one skill to work on at a time. Here is the guiding question: *What could I do in this area to grow my ability?*

Self Managing

Reflecting

Acting Consciously

Collaborating

Evolving