

"LIFT AS YOU CLIMB" ASSESSMENT

Instructions

This assessment measures five attributes that predict the behaviors needed to “lift others as you climb” up the leadership ladder. Use the 5-point scale below and choose the rating that you agree with most. Calculate your total score.

5=Very much like me
4=Like me
3=Neutral
2=Unlike me
1=Very unlike me

1. I always support my teammates and co-workers.

1 Very Unlike Me

2 Unlike Me

3 Neutral

4 Like Me

5 Very Much Like Me

2. I stand up for what I believe is right despite opposition.

1 Very Unlike Me

2 Unlike Me

3 Neutral

4 Like Me

5 Very Much Like Me

3. I always like helping people in need.

1 Very Unlike Me

2 Unlike Me

3 Neutral

4 Like Me

5 Very Much Like Me

4. My co-workers always tell me I am fair.

1 Very Unlike Me

2 Unlike Me

3 Neutral

4 Like Me

5 Very Much Like Me

5. I never hesitate to express an unpopular opinion publicly.

1 Very Unlike Me

2 Unlike Me

3 Neutral

4 Like Me

5 Very Much Like Me

6. I am always curious about the perspectives of others.

1 Very Unlike Me

2 Unlike Me

3 Neutral

4 Like Me

5 Very Much Like Me

7. I treat everyone the same regardless of position or status.

1 Very Unlike Me

2 Unlike Me

3 Neutral

4 Like Me

5 Very Much Like Me

8. I really enjoy doing small favors for friends or co-workers.

1 Very Unlike Me

2 Unlike Me

3 Neutral

4 Like Me

5 Very Much Like Me

9. I seek out perspectives that are different from my own.

1 Very Unlike Me

2 Unlike Me

3 Neutral

4 Like Me

5 Very Much Like Me

10. I look for ways to provide opportunities to others on my team.

1 Very Unlike Me

2 Unlike Me

3 Neutral

4 Like Me

5 Very Much Like Me

Answer Key

Calculate your total score from the questions above and find the corresponding category.

Score: 37-50 Master at lifting others up

Your ability to support others with fairness is very strong. You have the bravery to back up your desire to help others. Your curiosity helps you to learn about and understand the perspectives of others, enabling you to support them in useful ways. Consider mentoring others on collecting unique perspectives and developing others on the team who may be overlooked.

Score: 23-36 Well on your way

You have a solid foundation of what it takes to support others in effective ways. To further develop your skills consider trying to improve in one of the following ways:

- Create a bravery plan by identifying an area that pushes you out of your comfort zone. Identify steps you can take to move forward and share your bravery plan with someone so they can hold you accountable.
- Try a perspective-taking exercise. Using a hot topic where there is disagreement, ask someone to explain their perspective on the topic and see if you can withhold judgment, get curious, and ask lots of questions to practice understanding perspectives that are different from your own.
- Identify areas in your life where you could collaborate with someone to give them an opportunity to shine or delegate a new task to someone after training them.

Score: 22-10 Identify what is missing

Do you have a history of working in a highly competitive or un-trusting work environment? Have you ever had a leader that modeled how to support others? This is a great time to start paying attention to how you might model what support looks like for others. The first step is owning that you have influence no matter how competitive your environment is. To build trust, solicit anonymous feedback about how supported team members feel in the current work environment. Don't forget to ask for suggestions on what could be done to increase support. Report the findings and invite survey participants to engage in a conversation about the themes revealed.

This assessment measured five attributes that predict the behaviors needed to “lift others as you climb” up the leadership ladder.

Supportive (Questions 1 and 10): I always support my teammates and co-workers.
I look for ways to provide opportunities to others on my team.

Bravery (Questions 2 and 5): I stand up for what I believe is right despite opposition.
I never hesitate to express an unpopular opinion publicly.

Altruism (Questions 3 and 8): I always like helping people in need.
I really enjoy doing small favors for friends or co-workers.

Fairness (Questions 4 and 7): My co-workers tell me I am fair.
I treat everyone the same regardless of position or status.

Curiosity (Questions 6 and 9): I am curious about the perspectives of others.
I seek out perspectives that are different from my own.