

Is This a Lousy Job or Is It Me?

Stage of Character Development Questionnaire

Read through each statement and select “true” if the statement is true for you and “not true” if the statement is not true for you in terms of your behavior at work.

Section 1:	TRUE	NOT TRUE
I understand the importance of showing up to work on time.		
I understand the role of a boss in the workplace.		
I have learned how to work alongside coworkers.		
I am diligent about learning how to do my job well.		
Section 2:	TRUE	NOT TRUE
I pay attention to the behaviors of others at work.		
Even if I am stunned by the behaviors of others at work, I observe the behaviors and learn from them.		
I am aware that there are communication and behavior differences among people in the workplace.		
I aspire to emulate the effective behaviors of some people at work and to avoid demonstrating the ineffective behaviors of others.		
Section 3:	TRUE	NOT TRUE
People, situations, and/or responsibilities at work no longer evoke within me a desire to compete with others or a desire to protect myself from potential embarrassment or scrutiny.		
I do not let fear stop me from upsetting others or drawing attention to myself by asking questions, raising issues, or addressing others’ behaviors.		
I no longer tell people what I think they want to hear, instead I share my genuine thoughts, opinions, or concerns.		
I may experience feelings of frustration, withdrawal, confusion, and/or intolerance in response to workplace situations, but I don’t act on those feelings.		
Section 4:	TRUE	NOT TRUE
I know the gifts and talents I bring to the workplace and how I can contribute those productively.		
I have a clear understanding of my personal and professional values.		
I am able to communicate assertively at work.		
I am able to tailor my communication style to my audience.		
I am comfortable sharing my opinion even when it differs from those around me.		
I am able to control myself and my responses at work.		



Section 5:	TRUE	NOT TRUE
I am honest with myself about my feelings.		
I have clarity regarding my role and the roles of others in the workplace.		
I am able to provide honest and timely feedback to others at work.		
I actively seek both affirming and constructive feedback.		
I am able to communicate my needs clearly and directly to my leader/supervisor.		
I am able to set my own boundaries and respect the boundaries others.		
Section 6:	TRUE	NOT TRUE
I derive joy from being of service to others through my work.		
I am sincere in my communication, and I speak with candor, clarity, and kindness to all people at work.		
I follow through willingly on commitments I make at work; I am true to my word.		
I invest time and energy in my passions and creative endeavors inside and outside of work.		
I seek ongoing growth and character development, and I surround myself with others who are seeking the same.		
I practice gratitude by regularly taking inventory of all of the good that I see and experience around me.		

Analysis:

As you review your responses from the top of the document, identify the first section in which you selected “no” in response to one or more statements. That section provides a likely indication of your current stage of character development at work.

If you have:

- One or more “Not True” responses in Section 1, you are most likely in Beginning stage of character development at work.
- All “True” responses in Section 1 and one or more “Not True” responses in Section 2, you are most likely in the Yuckiness stage of character development at work.
- All “True” responses in Sections 1 and 2 and one or more “Not True” responses in Section 3, you are most likely in the Fear stage of character development at work.
- All “True” responses in Sections 1, 2, and 3 and one or more “Not True” responses in Section 4, you are most likely in the Authenticity stage of character development at work.
- All “True” responses in Sections 1, 2, 3, and 4 and one or more “Not True” responses in Section 5, you are most likely in the Boundaries stage of character development at work.
- All “True” responses in Sections 1, 2, 3, 4, and 5 and one or more “Not True” responses in Section 6, you are most likely in the Love stage of character development.

Read *Is This a Lousy Job or Is It Me?: A Real-Life Guide for Achieving Success at Work* to learn more about the stage of character development that you are in at work, as well as the other stages. The book will provide guidance to move yourself through the stages in order to increase your fulfillment and advance your success at work.