Is This a Lousy Job or Is It Me?

Stage of Character Development Questionnaire

Read 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 well 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 surprised 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 possibly upsetting or inconveniencing others 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 to use them.		
I have a clear understanding of my personal and professional values.		
I communicate confidently and assertively at work.		
I openly express my points of view about relevant topics at work, tailoring my communication style to my audience as needed.		
I am comfortable sharing my opinions even when they differ from those around me.		
I am thoughtful about how I conduct myself at work; I am genuine, and I communicate with appropriate respect and tact.		

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Section 5:	TRUE	NOT TRUE
I am honest with myself about my feelings, and I know that my feelings are my responsibility.		
I have clarity regarding my role and the roles of others in the workplace.		
I provide honest and timely feedback to others at work, including peers and leaders.		
I actively seek both affirming and constructive feedback.		
I communicate my needs clearly and directly to my leader/supervisor.		
I make decisions regarding my professional performance and my career based upon my needs, preferences, and professional goals; I do not blame others for my decisions or their consequences.		
I set my own boundaries and respect the boundaries of 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 the good that I see and experience around me.		

Analysis:

As you review your responses from the questionnaire, identify the first section in which you selected "not true" in response to one or more statements. That section provides a likely indication of your current stage of character development at work and where to focus your character development efforts.

If you have:

- One or more "Not True" responses in Section 1, you are most likely in the 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.

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