Introduction to self-assessment tools

Informal self-assessment

Before you begin, some suggestions for approaching self-assessment and reflection:

• Be curious about yourself

• Be honest (don’t give the answers/responses you think you ‘should’ give)

• Be open-minded rather than judgmental about your answers

• Recognise that this is a process and you will likely need to revisit this

• Recognise that the process of introspection can be challenging

• Give yourself time

Values

1. Below is a list of values, have a read through and circle the ones that jump out as important to you. The list isn’t exhaustive, feel free to add your own to it.
2. Once you’ve done this you whittle the list down to 10 values and then prioritize them. Which is the most important to you? Put them in order of priority from 1 to 10, with 1 being the most important and 10 being the least important. Are you honouring your values currently? If not, what could you change so that you can? Think about what goals you could set yourself so that you can more closely align yourself with your key values.

|  |  |  |
| --- | --- | --- |
| Achievement | Financial gain | Physical challenge |
| Advancement | Freedom | Pleasure |
| Appreciation | Friendships | Power |
| Autonomy | Fun | Privacy |
| Belonging | Growth | Public service |
| Choice | Having an impact | Quality |
| Community | Helping others | Recognition |
| Competition | Honesty | Reputation |
| Contribution | Inclusion | Responsibility and accountability |
| Cooperation | Independence | Security |
| Creativity | Influencing others | Self-respect |
| Curiosity | Integrity | Stability |
| Decisiveness | Intellectual status | Status |
| Democracy | Involvement | Truth |
| Determination | Kindness | Variety |
| Economic security | Knowledge | Wealth |
| Efficiency | Leadership | Wisdom |
| Enthusiasm | Location | Work alone |
| Ethical practice | Loyalty | Work under pressure |
| Excellence | Meaningful work | Work with others |
| Excitement | Money |  |
| Fairness | Novelty |  |
| Fame | Passion |  |
| Family | Personal development |  |

1. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
2. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
3. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
4. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
5. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
6. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
7. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
8. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
9. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
10. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Another way to consider what’s important to you is to consider your current role.

Using the table below jot down what’s most important to you about each item listed in your current role. Once you’ve done this, read over what you’ve written, is there anything you’d like to improve?

|  |
| --- |
| What is important to you about the following; |
| People |  |
| Location |  |
| Working environment |  |
| Organization |  |
| Pay/remuneration |  |
| Prestige |  |
| Work |  |

Factors that motive you

Rate the list below of items that really motivate your work.

You have a total of 14 stars (\*) to place, if something really motivates you place an appropriately large number of stars next to it (the higher the number of stars the more it motivates you). You don’t have to place a star next to every item.

Once you’ve placed your stars have a look back, reflect on these motivational drivers – are any missing from your current role?

|  |  |
| --- | --- |
| Meaningful work |  |
| Purpose |  |
| Fun |  |
| Autonomy/responsibility |  |
| Sense of belonging |  |
| Progression opportunities/ clear career pathway/personal development |  |
| Helping others in community |  |
| Earnings |  |
| Feedback/recognition/praise |  |
| Intellectual challenge |  |
| Variety of task |  |
| Competitive environment |  |
| Security/no fear of failure |  |
| Status/prestige  |  |