

Assessment

From ***Nice Girls Don't Get the Corner Office***

By Lois Frankel, Ph. D.

Using the scale below, decide how true each of the following statements is of you. Be as honest as possible, considering how you act, think, or feel most of the time or in most situations.

1. I have no problem bending the rules if it will justify results.
1 - Rarely true 2 - Sometimes true 3 - Almost always true
2. It doesn't bother me if someone doesn't like me despite my best efforts to build a relationship.
1 - Rarely true 2 - Sometimes true 3 - Almost always true
3. I set realistic goals for how much I can reasonably accomplish in a day.
1 - Rarely true 2 - Sometimes true 3 - Almost always true
4. I can tell you in thirty seconds or less how I bring value to my firm.
1 - Rarely true 2 - Sometimes true 3 - Almost always true
5. When I give a serious message, I don't use a smile to soften it.
1 - Rarely true 2 - Sometimes true 3 - Almost always true
6. When I have an opinion, I say it directly rather than couch it as a question.
1 - Rarely true 2 - Sometimes true 3 - Almost always true
7. I recognize putdowns and let it be known I don't appreciate them.
1 - Rarely true 2 - Sometimes true 3 - Almost always true
8. I don't accept blame or responsibility for mistakes made by other people.
1 - Rarely true 2 - Sometimes true 3 - Almost always true
9. I'm not one to apologize for low, impact mistakes.
1 - Rarely true 2 - Sometimes true 3 - Almost always true

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10. When given an unreasonable deadline, I negotiate for something more realistic.

1 - Rarely true 2 - Sometimes true 3 - Almost always true

11. If someone fails to notice something I've done exceptionally well, I call attention to it myself.

1 - Rarely true 2 - Sometimes true 3 - Almost always true

12. When sitting at a conference table, I put my elbows on the table and lean in.

1 - Rarely true 2 - Sometimes true 3 - Almost always true

13. I'm comfortable with silence.

1 - Rarely true 2 - Sometimes true 3 - Almost always true

14. I believe I'm as smart as the next person.

1 - Rarely true 2 - Sometimes true 3 - Almost always true

15. I stand up for what I believe in, even if I know it will make others uncomfortable or unhappy.

1 - Rarely true 2 - Sometimes true 3 - Almost always true

16. I am hesitant to share too much personal information at work.

1 - Rarely true 2 - Sometimes true 3 - Almost always true

17. I plan how I will approach a task before jumping in.

1 - Rarely true 2 - Sometimes true 3 - Almost always true

18. I actively seek new assignments that will stretch my talents.

1 - Rarely true 2 - Sometimes true 3 - Almost always true

19. I've selected a hairstyle that is appropriate for my age and position.

1 - Rarely true 2 - Sometimes true 3 - Almost always true

20. My verbal messages are crisp and concise.

1 - Rarely true 2 - Sometimes true 3 - Almost always true

21. If I'm asked to take notes at more than one meeting, I tactfully decline to do so.

1 - Rarely true 2 - Sometimes true 3 - Almost always true

22. I don't feel guilty when my own priorities make it impossible for me to do someone a favor.

1 - Rarely true 2 - Sometimes true 3 - Almost always true

23. I don't take it personally if someone is offended by something I've said.

1 - Rarely true 2 - Sometimes true 3 - Almost always true

24. I ask favors from people to whom I have given special assistance or attention.

1 - Rarely true 2 - Sometimes true 3 - Almost always true

25. I volunteer for assignments that will profile my capabilities with senior management.

1 - Rarely true 2 - Sometimes true 3 - Almost always true

26. I take care to wear accessories that complement my clothing.

1 - Rarely true 2 - Sometimes true 3 - Almost always true

27. My voice is loud and clear.

1 - Rarely true 2 - Sometimes true 3 - Almost always true

28. If someone treats me inappropriately, I let the person know how I feel about it.

1 - Rarely true 2 - Sometimes true 3 - Almost always true

29. I consciously spend time each day engaging in casual conversations with colleagues.

1 - Rarely true 2 - Sometimes true 3 - Almost always true

30. I have no problem asking for a raise if I think I deserve it.

1 - Rarely true 2 - Sometimes true 3 - Almost always true

31. Regardless of how busy I am, I attend meetings at which I know I can showcase my skills.

1 - Rarely true 2 - Sometimes true 3 - Almost always true

32. At least every other month, I ask others for feedback.

1 - Rarely true 2 - Sometimes true 3 - Almost always true

33. I dress for the job I want, not the one I have.

1 - Rarely true 2 - Sometimes true 3 - Almost always true

34. I don't use qualifiers (*sort of, kind of,* and the like).

1 - Rarely true 2 - Sometimes true 3 - Almost always true

35. I'm among the first to speak at meetings.

1 - Rarely true 2 - Sometimes true 3 - Almost always true

36. If I don't quite trust what someone is saying, I will ask questions to help assess if it's true.

1 - Rarely true 2 - Sometimes true 3 - Almost always true

37. I offer a firm handshake that conveys the message that I am to be taken seriously.

1 - Rarely true 2 - Sometimes true 3 - Almost always true

38. I don't cancel previously scheduled personal plans because of work.

1 - Rarely true 2 - Sometimes true 3 - Almost always true

39. If someone repeats an idea I previously expressed, I tactfully call attention to where it originated.

1 - Rarely true 2 - Sometimes true 3 - Almost always true

40. I don't apply lipstick or comb my hair in public.

1 - Rarely true 2 - Sometimes true 3 - Almost always true

41. I speak slowly, taking all the time I need to express myself thoroughly.

1 - Rarely true 2 - Sometimes true 3 - Almost always true

42. I advocate well for myself.

1 - Rarely true 2 - Sometimes true 3 - Almost always true

43. I don't ask permission to spend company money for things I know are appropriate.

1 - Rarely true 2 - Sometimes true 3 - Almost always true

44. My workspace is neat and well organized.

1 - Rarely true 2 - Sometimes true 3 - Almost always true

45. I don't allow others to waste my time at work.

1 - Rarely true 2 - Sometimes true 3 - Almost always true

46. When I'm acknowledged for a job well done, I let my boss know about it.

1 - Rarely true 2 - Sometimes true 3 - Almost always true

47. I look people directly in the eye on first meeting them.

1 - Rarely true 2 - Sometimes true 3 - Almost always true

48. I know what *ROI* means.

1 - Rarely true 2 - Sometimes true 3 - Almost always true

49. I know I'm good at what I do.

1 - Rarely true 2 - Sometimes true 3 - Almost always true

Continue to the next page for scoring.

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Assessment Score Sheet

Step 1. Record your responses from the questionnaire in the spaces below.

Step 2. Add your scores down by column for a *category* score.

Step 3. Add your scores on the bottom line across for a *total* score.

1 Play	2 Act	3 Think	4 Market	5 Look	6 Sound	7 Respond	
Q1.	Q2.	Q3.	Q4.	Q5.	Q6.	Q7.	
Q8.	Q9.	Q10.	Q11.	Q12.	Q13.	Q14.	
Q15.	Q16.	Q17.	Q18.	Q19.	Q20.	Q21.	
Q22.	Q23.	Q24.	Q25.	Q26.	Q27.	Q28.	
Q29.	Q30.	Q31.	Q32.	Q33.	Q34.	Q35.	
Q36.	Q37.	Q38.	Q39.	Q40.	Q41.	Q42.	
Q43.	Q44.	Q45.	Q46.	Q47.	Q48.	Q49.	Total Score ↓
	+	+	+	+	+	+	=

Keep reading.

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Interpretation

Circle your two highest scores on the bottom line. These are the two areas in which you are most comfortable acting in ways that contribute to your success in a positive, confident, and competent manner. They are your greatest strengths when it comes to achieving your career goals, so continue to exhibit these behaviors regardless of how much others may want you to minimize them.

Circle your two lowest scores on the bottom line. These are the two areas in which you have the most difficulty breaking free from stereotypically feminine behaviors. If you would like information on how you might complement your strengths, please let me know.

If your total score is:

- 49-87** You've been socialized well, and it is probably not helping you to achieve your career goals. Pay close attention to those questions on which you rated yourself a 1 – you're dangerously close to sabotaging your career.
- 88-127** You could do with a little fine-tuning. Focus on those areas where you still have difficulty with acting in stereotypically ways. You will find that small changes pay big dividends.
- 128-149** You are doing a great job of countering the behaviors you learned in girlhood that could sabotage your career. Keep up the good work – no doubt it is paying off.



I've shown 1,000's of women how to let go of what is holding them hostage and step into their purpose, power and potential. Would you like to learn more? Check out my Coaching packages and 'On Purpose' Power Products at www.SusanBock.com

For Downloads Galore, go to www.SusanBock.com/free-resources-2/

Have Questions? Give me a call 714-847-1566

Or send me an email: Susan@SusanBock.com