

WORKING TOWARD EXCELLENCE EVALUATION

This evaluation is designed to help you measure the eight values for achieving excellence and uncommon success in work and life. It requires you to be honest with yourself and become aware of your strengths and weaknesses. As we read from Plato in the Introduction, "Excellent things are rare," so don't be discouraged. Excellence is hard, and is supposed to be! That is why it's so compelling and worthy of pursuit. This evaluation is based on ideas and philosophies found in *Working Toward Excellence* and is a tool for personal growth and improvement, helping you and your organization reach your full potential.

1 = Strongly Disagree 2 = Disagree 3 = Agree 4 = Strongly Agree
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Hunger

- 1. I have a relentless desire and passion to achieve excellence. _____
- 2. I am proactive and take responsibility for my life, making no excuses. _____
- 3. I believe that the secret to my success is determined by my daily agenda. _____
- 4. I am self-motivated and set my own bar and standards of success. _____

Effort

- 5. I work at my highest capacity, fully engaged, totally focused, and completely absorbed. _____
- 6. I believe hard work, not talent, is the key to attaining excellence. _____
- 7. I work to develop mental skills such as visualization, along with physical skills. _____
- 8. I excel at achievement, execution, and producing results. _____

Process

- 9. I believe our society tends to overvalue results and undervalue process. _____
- 10. I work to improve my starting point by making some progress every day. _____
- 11. I take time to crockpot the process, not microwave it. _____
- 12. I am devoted to deliberate, purposeful practice to achieve excellence. _____

Quality

- 13. I am committed to stamping a superior quality upon everything that goes out of my hands. _____
- 14. I strive to achieve a high performance level in everything I do. _____
- 15. I have earned the right to be confident through detailed preparation. _____
- 16. I consider myself a professional and come prepared to play every day. _____

Consistency

- 17. I do my job extremely well, every single time. _____
- 18. I have the self-discipline to value and embrace repetition. _____
- 19. I do not rely on a Hail Mary or last second field goal as a game plan for success. _____
- 20. I make small, smart choices and decisions that add up over time. _____

Leadership

- 21. I believe leadership isn't how far we advance ourselves, but how far we advance others. _____
- 22. I believe the performance of an organization is the ultimate measure of its leader. _____
- 23. I build relationships by putting others first, listening to them, and treating them with respect. _____
- 24. I am a person of character, competence, commitment, caring, confidence, communication, and consistency. _____

Time

- 25. I tend to pay now and play later, rather than play now and pay later. _____
- 26. I am not afraid to say no in order to value and protect my time. _____
- 27. I believe biting off more than I can chew will lead to mediocrity. _____
- 28. I am punctual, have a planner, value every minute, start and end on time, and mind the clock. _____

Perseverance

- 29. I believe each and every one of us must develop perseverance to be successful. _____
- 30. I don't give up and have the inner strength to keep going when things get tough. _____
- 31. I have learned to expect adversity and will not let it deter me from my goals. _____
- 32. I am able to respond to both success and failure and continue working toward excellence. _____

Rating Scale

When you are finished, add up the score for each individual value in the margin. Then add the totals for the eight values together to get your Total Score on the Evaluation.

Total Score _____ **Rating** _____

<u>SCORE</u>	<u>RATING</u>	<u>COMMENTS</u>
110 - 128	Excellent	Congratulations! You are achieving excellence and uncommon success.
84 - 109	Good	You are producing good work. To achieve excellence, keep working to improve the items receiving a score of 3 or lower.
58 - 83	Mediocre	You are producing mediocre work. To improve, practice and develop each of the eight values and raise your scores.
32 - 57	Poor	Your work is unacceptable. If you want to succeed, reevaluate your goals and make a commitment to working toward excellence, one value at a time.

Individual Value Scores

14 - 16	Excellent	Break down the eight values in terms of strengths and weaknesses. For example, a 15 on effort and a 10 on time means you have a strong work ethic but tend to procrastinate. A 12 on quality and a 9 on leadership means you should take more pride in your performance level and do a better job building relationships.
11 - 13	Good	
8 - 10	Mediocre	
4 - 7	Poor	

Adapted from *Championship Team Building*, by Jeff Janssen