

This worksheet is designed to help you gather information on all 8 Factors and 16 Traits of your natural behavior that you will use in completing your Personal Development Plan (PDP). For your convenience, the PDP is included at the end of this document and also as a separate download file at www.LeadershipBehaviorDNA.com/Book. The PDP will help you begin immediate steps to improve your awareness and performance as a person, leader, and teammate.

The first step in development is always self-awareness—you must know yourself, or we sometimes say that you must “know before you can grow.” Through this process, you will capture a broad picture of your **DNA Behavior** and gain an objective view of the real you. Then, you will use this broad picture to narrow down to the key Traits, **strengths** and **struggles** that drive your natural behavior which you can capture in your final PDP.

Keep in mind that your **strengths** drive your professional development, but you will gain the most holistic growth as a leader and person by also learning how to adapt your behaviors and compensate for your **struggles**. The good news is that when you situationally struggle with your **struggles**, even small changes bring a big payoff.

This worksheet has four steps:

- 1. Record and Review.** Use the spaces below to capture the specifics of the following unique Traits (as well as any additional insights that you discovered as you read the book):
 - **strengths**
 - **struggles**
 - **connecting points**
 - **coaching points**

Then, once you have narrowed it all down in your PDP, it will become your final summary and a good resource for future reference and reflection.

- 2. Reflect** on your worksheet results and prioritize your key **strengths** and **struggles**, identifying your three strongest Traits. You may want to choose them based on your personal observations, input from others who will share their objective observations, or your optional Leadership Behavior DNA Report (available at www.LeadershipBehaviorDNA.com/Book).
- 3. Respond** by completing your PDP and then moving forward to become a more confident, self-aware leader. It will become the basis for your ongoing self-coaching that you will need to adapt your behaviors in the moment to be more successful.

Self-Assessment Worksheet



Don't have time to complete this worksheet?

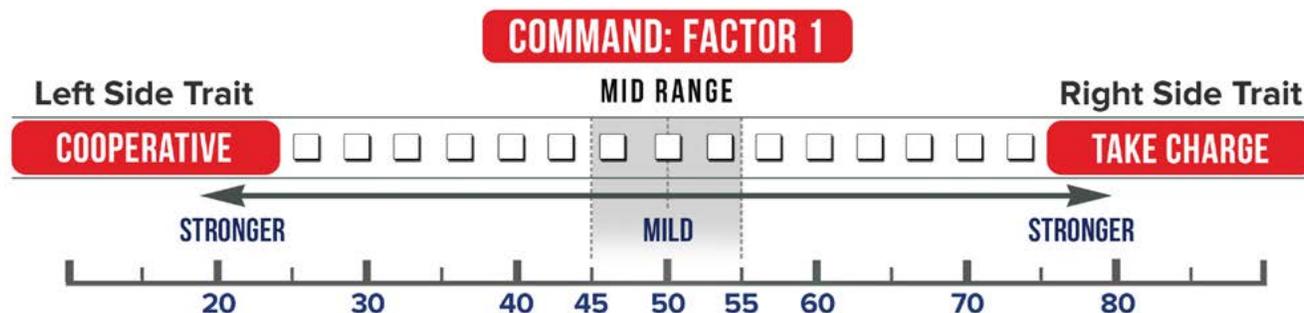
Get your personal results on all these Factors and Traits by taking the ***Leadership Behavior DNA Assessment***. It takes only 10 minutes, and you can instantly download your report to develop your PDP!

Go to www.LeadershipBehaviorDNA.com/Book

Record

Command: Factor 1

Based on the behavioral Traits described in these chapters (or based on your actual *Leadership Behavior DNA Assessment* results) what is your default **DNA Behavior**? Is it more right side, left side, or clearly in the middle? Place an "x" on the "Cooperative to Take Charge" scale below that best describes you.



Refer to the appropriate content for your Trait beginning on page 72 or page 81.

My Leadership Strengths

- 1.
- 2.
- 3.

My Leadership Struggles

- 1.
- 2.
- 3.

Refer to the appropriate content for your Trait beginning on page 79 or page 87.

Connecting Insights (How I like for others to relate to me)

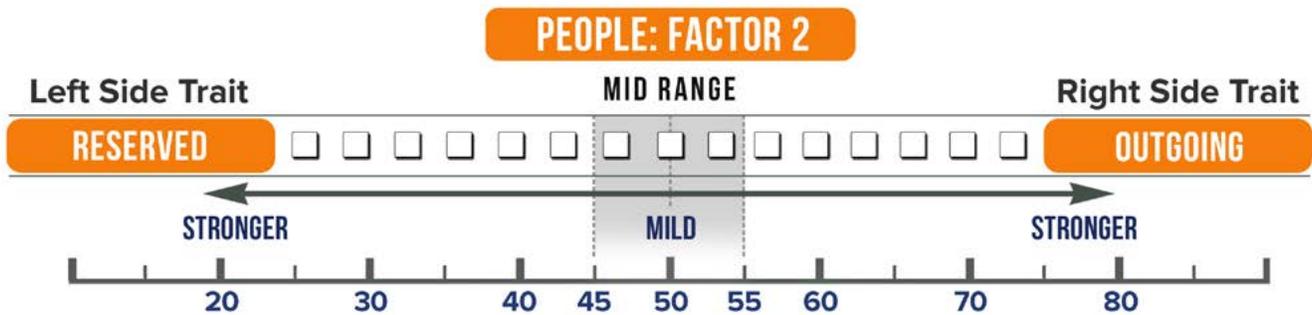
- 1.
- 2.
- 3.

Coaching Insights

(Based on the insights above, describe how you can grow/develop/improve.)

People: Factor 2

Based on the behavioral Traits described in these chapters (or based on your actual *Leadership Behavior DNA Assessment* results) what is your default **DNA Behavior**? Is it more right side, left side, or clearly in the middle? Place an “x” on the “Reserved to Outgoing” scale below that best describes you.



Refer to the appropriate content for your Trait beginning on page 94 or page 104.

My Leadership Strengths

- 1.
- 2.
- 3.

My Leadership Struggles

- 1.
- 2.
- 3.

Refer to the appropriate content for your Trait beginning on page 101 or page 110.

Connecting Insights (How I like for others to relate to me)

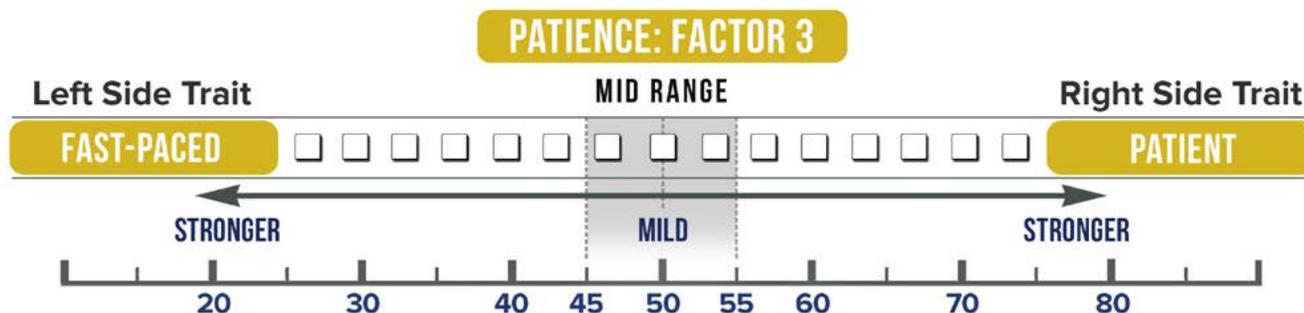
- 1.
- 2.
- 3.

Coaching Insights

(Based on the insights above, describe how you can grow/develop/improve.)

Patience: Factor 3

Based on the behavioral Traits described in these chapters (or based on your actual *Leadership Behavior DNA Assessment* results) what is your default **DNA Behavior**? Is it more right side, left side, or clearly in the middle? Place an “x” on the “Fast-Paced to Patient” scale below that best describes you.



Refer to the appropriate content for your Trait beginning on page 116 or page 129.

My Leadership Strengths

- 1.
- 2.
- 3.

My Leadership Struggles

- 1.
- 2.
- 3.

Refer to the appropriate content for your Trait beginning on page 122 or page 132.

Connecting Insights (How I like for others to relate to me)

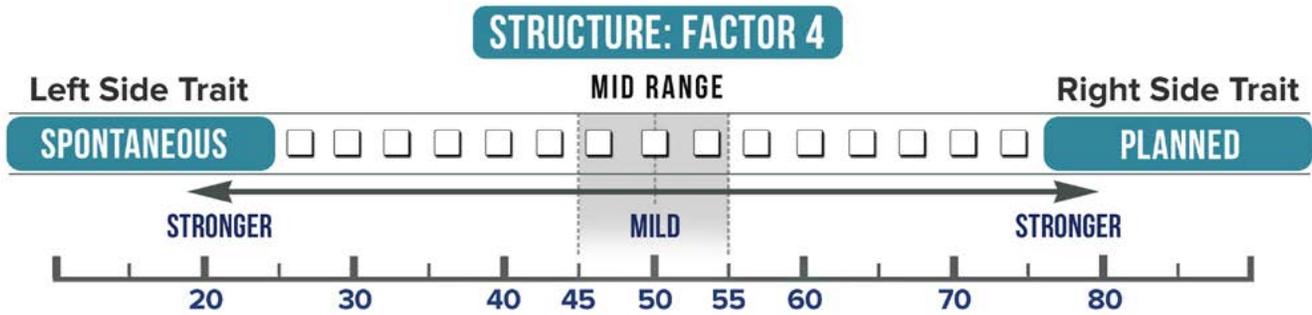
- 1.
- 2.
- 3.

Coaching Insights

(Based on the insights above, describe how you can grow/develop/improve.)

Structure: Factor 4

Based on the behavioral Traits described in these chapters (or based on your actual *Leadership Behavior DNA Assessment* results) what is your default **DNA Behavior**? Is it more right side, left side, or clearly in the middle? Place an “x” on the “Spontaneous to Planned” scale below that best describes you.



Refer to the appropriate content for your Trait beginning on page 137 or page 147.

My Leadership Strengths

- 1.
- 2.
- 3.

My Leadership Struggles

- 1.
- 2.
- 3.

Refer to the appropriate content for your Trait beginning on page 145 or page 154.

Connecting Insights (How I like for others to relate to me)

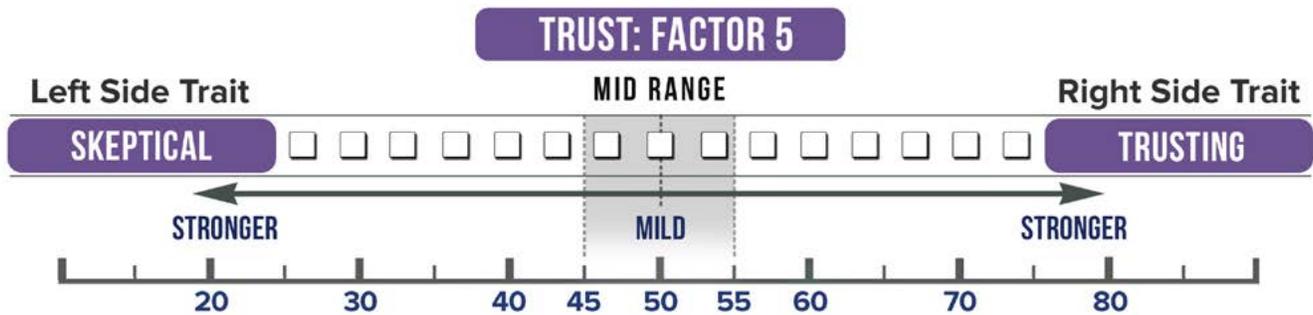
- 1.
- 2.
- 3.

Coaching Insights

(Based on the insights above, describe how you can grow/develop/improve.)

Trust: Factor 5

Based on the behavioral Traits described in these chapters (or based on your actual *Leadership Behavior DNA Assessment* results) what is your default **DNA Behavior**? Is it more right side, left side, or clearly in the middle? Place an “x” on the “Skeptical to Trusting” scale below that best describes you.



Refer to the appropriate content for your Trait beginning on page 160 or page 167.

My Leadership Strengths

- 1.
- 2.
- 3.

My Leadership Struggles

- 1.
- 2.
- 3.

Refer to the appropriate content for your Trait beginning on page 165 or page 171.

Connecting Insights (How I like for others to relate to me)

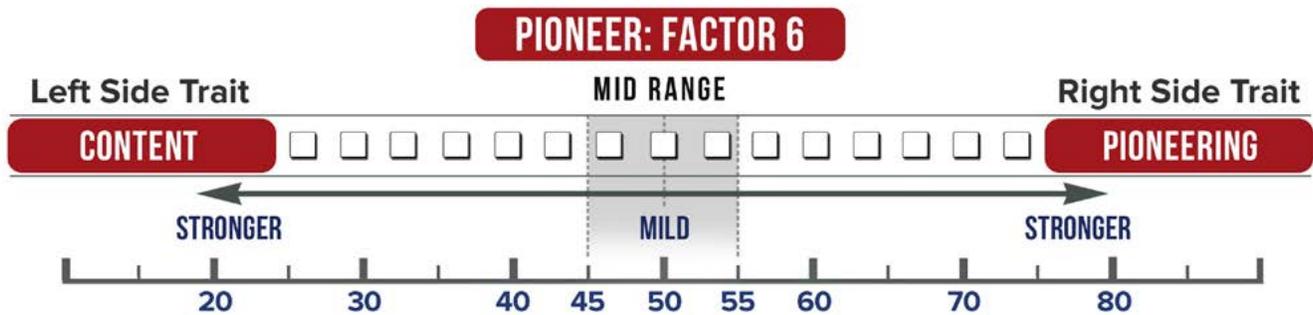
- 1.
- 2.
- 3.

Coaching Insights

(Based on the insights above, describe how you can grow/develop/improve.)

Pioneer: Factor 6

Based on the behavioral Traits described in these chapters (or based on your actual *Leadership Behavior DNA Assessment* results) what is your default **DNA Behavior**? Is it more right side, left side, or clearly in the middle? Place an “x” on the “Content to Pioneering” scale below that best describes you.



Refer to the appropriate content for your Trait beginning on page 178 or page 186.

My Leadership Strengths

- 1.
- 2.
- 3.

My Leadership Struggles

- 1.
- 2.
- 3.

Refer to the appropriate content for your Trait beginning on page 183 or page 191.

Connecting Insights (How I like for others to relate to me)

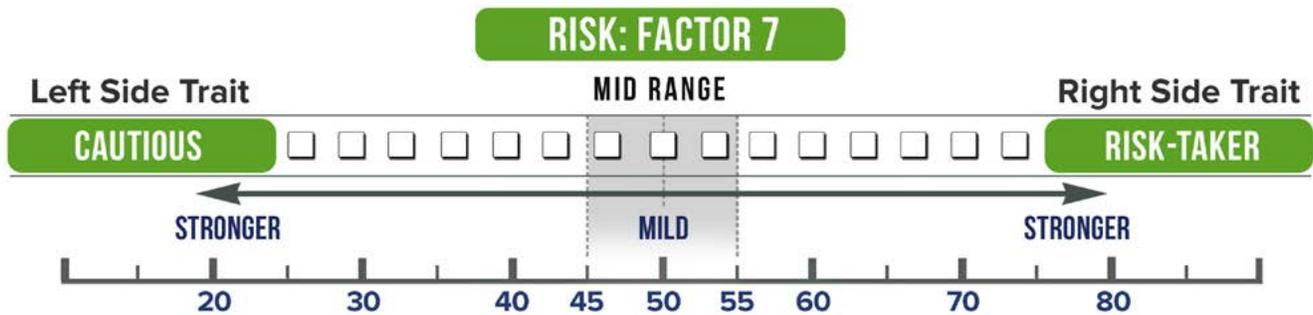
- 1.
- 2.
- 3.

Coaching Insights

(Based on the insights above, describe how you can grow/develop/improve.)

Risk: Factor 7

Based on the behavioral Traits described in these chapters (or based on your actual *Leadership Behavior DNA Assessment* results) what is your default **DNA Behavior**? Is it more right side, left side, or clearly in the middle? Place an “x” on the “Cautious to Risk-Taker” scale below that best describes you.



Refer to the appropriate content for your Trait beginning on page 199 or page 208.

My Leadership Strengths

- 1.
- 2.
- 3.

My Leadership Struggles

- 1.
- 2.
- 3.

Refer to the appropriate content for your Trait beginning on page 205 or page 211.

Connecting Insights (How I like for others to relate to me)

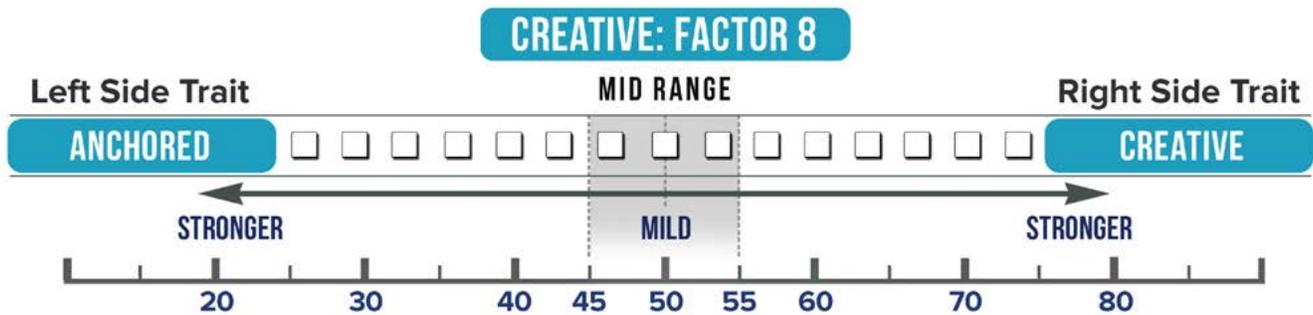
- 1.
- 2.
- 3.

Coaching Insights

(Based on the insights above, describe how you can grow/develop/improve.)

Creative: Factor 8

Based on the behavioral Traits described in these chapters (or based on your actual *Leadership Behavior DNA Assessment* results) what is your default **DNA Behavior**? Is it more right side, left side, or clearly in the middle? Place an “x” on the “Anchored to Creative” scale below that best describes you.



Refer to the appropriate content for your Trait beginning on page 220 or page 227.

My Leadership Strengths

- 1.
- 2.
- 3.

My Leadership Struggles

- 1.
- 2.
- 3.

Refer to the appropriate content for your Trait beginning on page 226 or page 232.

Connecting Insights (How I like for others to relate to me)

- 1.
- 2.
- 3.

Coaching Insights

(Based on the insights above, describe how you can grow/develop/improve.)

Personal Development Plan (PDP)

Review – Reflect – Respond

Review the results from your Self-Assessment Worksheet (or your *Leadership Behavior DNA Assessment*) and reflect on your natural talents and the related characteristics that are typical for your Traits. Then, use the following outline and questions to capture, reflect, and respond to your three strongest Traits and their related strengths and struggles. These insights will be the foundation for your Personal Development Plan (PDP).

Strengths to Highlight. Considering all that you have discovered about your natural Traits, what are three key strengths that you want to capitalize on at this point in your work/life?

Strength 1. _____

- What are some situations when this strength will be the most helpful?
- What will that look like to you?
- How can you guard against overusing this strength?

Strength 2. _____

- What are some situations when this strength will be the most helpful?
- What will that look like to you?
- How can you guard against overusing this strength?

Strength 3. _____

- What are some situations when this strength will be the most helpful?
- What will that look like to you?
- How can you guard against overusing this strength?

Struggles to Address. Considering all that you have discovered about your natural Traits, what are three key struggles that you want to adapt and manage at this point in your work/life?

Struggle 1. _____

- In what situations does this struggle most often arise?
- How could you adapt to be more effective? What skill do you need to gain?
- How will you know when you're making progress?

Struggle 2. _____

- In what situations does this struggle most often arise?
- How could you adapt to be more effective? What skill do you need to gain?
- How will you know when you're making progress?

Struggle 3. _____

- In what situations does this struggle most often arise?
- How could you adapt to be more effective? What skill do you need to gain?
- How will you know when you're making progress?

Leadership Balance

Results/Mission-oriented ←————→ **Relationship/People-oriented**

1. Reflect on what you have learned in the *Leadership Behavior DNA* book (or on page 12 of your LBDNA assessment, if you have completed it), and then review the two lists below and decide:
 - a. Which side is your natural strength? _____
 - b. Which side is more of a struggle? _____

Results-oriented	Relationship-oriented
Big Picture, Visionary, Strategic	Good Listener
Straightforward, Give Clear Expectations	Care, Connect to show Concern for Others
Strong Focus on Tasks, Good Problem-solver	Trust People to Do the Job
Decisive, Give Direction, Firm	Supportive, Lend a Helping Hand
High Standards & Clear Goals for Self/Others	Take Time to Develop People
Hold People Accountable	Give Encouragement & Positive Feedback

2. What are two things from your Struggle list above that you could work on to gain a better balance?
 - i. _____
 - ii. _____

How do these relate to your Struggles identified above in your three strongest Traits?

3. How will you respond and grow?

Given your responses above, do you think you have an authentic and objective perspective of your talents for leadership?

Usually, it's very helpful to discuss this information with someone who knows you well and also get their feedback.

Leaders rarely grow in a vacuum and development is best done in community with others.

Who could you share this info with? _____, _____

Who could support you in your ongoing development? _____?

Congratulations on attaining more self-awareness.

This is the essential ingredient for your journey toward becoming a great leader.