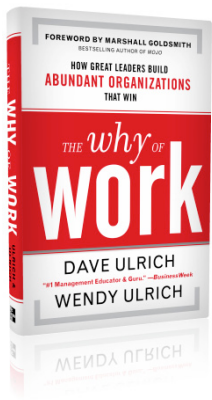


THE *why* OF
work
by DAVE & WENDY ULRICH



TOOL 2.4



Assessment of *Individual Abundance at Work*

The RBL Group | 3521 N. University Ave, Ste. 100 · Provo, UT 84604 | 801.616.5600 | www.thewhyofwork.com

[2.4] ASSESSMENT

OF INDIVIDUAL ABUNDANCE AT WORK

Directions:

Circle the number that most closely approximates how often each of the following statements is true of your individual experiences at work. As you complete this assessment, think about your current personal experiences at work. Then total your score and write it in the box on page 3.

Principles of the Abundant Organization	To What Extent Does my Organization....	Scale: 1= Low <.....> High = 5
IDENTITY: WHAT ARE WE KNOWN FOR?	1. Have a clear identity at work with which I feel comfortable?	1 2 3 4 5
	2. Spend more energy at work contributing from my strengths than tackling my weaknesses?	1 2 3 4 5
	3. Use my signature strengths (core character traits) at work to strengthen others?	1 2 3 4 5
PURPOSE AND DIRECTION: WHERE ARE WE GOING?	4. Feel invested in the social purposes and direction of my organization?	1 2 3 4 5
	5. Feel my personal goals are in line with the organization's purposes?	1 2 3 4 5
	6. Do my part to build profitability and use corporate resources wisely?	1 2 3 4 5
TEAMWORK/RELATIONSHIPS: HOW WELL DO WE TRAVEL TOGETHER?	7. Help my work team stay focused on solving problems and making decisions?	1 2 3 4 5
	8. Foster teamwork that delivers creative outcomes?	1 2 3 4 5
	9. Pay attention to the social and emotional needs of my team members?	1 2 3 4 5

Principles of the Abundant Organization	To What Extent Does my Organization....	Scale: 1= Low <.....> High = 5
ENGAGEMENT/CHALLENGING WORK: WHAT CHALLENGES INTEREST EMPLOYEES?	10. Find ways to organize my work around challenges that I enjoy?	1 2 3 4 5
	11. Maintain the skills and commitment to be effective at work?	1 2 3 4 5
	12. Conceptualize my work around impacting others in ways that are meaningful to me?	1 2 3 4 5
EFFECTIVE CONNECTIONS: HOW DO WE DEMONSTRATE A POSITIVE WORK ENVIRONMENT?	13. Contribute to a positive rather than a cynical work environment?	1 2 3 4 5
	14. Use my time and space to build patterns of affirmation and connection with others?	1 2 3 4 5
	15. Negotiate for the physical, emotional, and social resources I need to meet the demands of my job?	1 2 3 4 5
RESILIENCE: HOW DO WE LEARN AND GROW FROM CHANGE?	16. Persevere to develop people I work with and products I work on?	1 2 3 4 5
	17. Learn non-defensively from both successes and setbacks?	1 2 3 4 5
	18. Recover when things go wrong?	1 2 3 4 5
CIVILITY AND DELIGHT: HOW DO WE BRING DELIGHT INTO OUR ORGANIZATION?	19. Promote friendly interactions at work?	1 2 3 4 5
	20. Have fun at work?	1 2 3 4 5
	21. Demonstrate respect and civility for all people I work with?	1 2 3 4 5

Your Score

over 85: You have an abundant work life. Relish it; work to make it last.

70-84: You are on track to make your work abundant. Identify the questions where you score lower and focus on them.

under 69: Your work efforts may not be leading you to abundance. If you are committed to staying at your organization, find one or two areas where you can make progress. Don't try to do it all at once.

Contact us for more information about The RBL Group products and services:

Phone 801.616.5600
Email sales@rbl.net
Online www.rbl.net
Mail 3521 N. University Ave., Suite 100
Provo, UT 84604



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