# Sparkplug Self-Profile

RESULTS 1st

Here's an informal way for you to take a look at yourself as a person who leads by example. For each of the 15 items, please circle the number that best fits. Please first decide if you clearly belong at one end or the other as noted in response categories. If not, circle the middle number. And remember, you are expressing who you are now – not how you would most like to be.
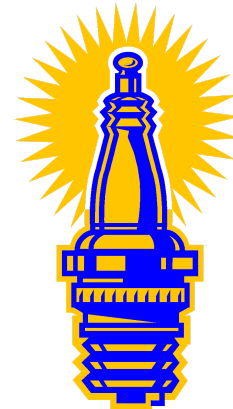
This is also a tool for you to use with your teams to help identify those most ready to take action and lead a project, program or change.

ENERGY

Stamina:

I find that I have the physical and emotional resources to stick with all tasks. I do not tend to see my energies wane and I can almost always get that "second wind" when I need it.

1	2	3
That's me	Sometimes me	Rarely me

Enthusiasm - Optimism:

I get excited about what we can "pull off" and have great faith in local abilities to lead change by example.

1	2	3
That's me	Sometimes me	Rarely me

Sense of Humor:

I find that laughter is a way of relaxing me, not a distraction, and I appreciate ironies and wit in everyday life. Humor tends to rejuvenate me and put things in perspective.

1	2	3
That's me	Sometimes me	Rarely me

ACTION PUSH

Solution Focused: I get itchy when people keep talking about a problem. I want to deal with solutions, not continue to gripe about how bad things are or might be.

1	2	3
That's me	Sometimes me	Rarely me

Sense of Urgency: I am impatient to get on with solving problems and have little faith that things will work out for the best if we do nothing.

1	2	3
That's me	Sometimes me	Rarely me

See Opportunity: I can almost always see some little window of possibility for action. I seldom feel truly blocked or stymied.

1	2	3
That's me	Sometimes me	Rarely me

RESULTS FOCUS

Need for Achievement: Reaching a finish line is a real "high" for me—generally more so than just being part of a group or a process.

1	2	3
That's me	Sometimes me	Rarely me

Envision End State: I tend to see vividly the way things will be here when we achieve a goal— even if it's only in my daydreams. Indeed, that picture is sometimes clearer to me than exactly how we will get there.

1	2	3
That's me	Sometimes me	Rarely me

Welcome Scorecard: I always like to know where I stand relative to a specific goal. Where others may want to stay away from feedback, I seek it out. I do less well when we are all just doing "the best we can."

1	2	3
That's me	Sometimes me	Rarely me

PERSONAL RESPONSIBILITY

Admit Mistakes: When something goes wrong, I do not have any trouble in focusing on what I did to cause the problem and what I should do differently next time. Errors for me are a way to learn.

1	2	3
That's me	Sometimes me	Rarely me

Individual
Accountability: I think individual roles are very meaningful even in group action. Whatever the outcome, you can remember my name!

1	2	3
That's me	Sometimes me	Rarely me

Takes
Responsibility: I do not wait to be given responsibility; whenever I think I can help, I take responsibility. I can always beg forgiveness!

1	2	3
That's me	Sometimes me	Rarely me

USE OF TEAMS

Drive by Targets: I like to set clear result targets for all groups and use results rather than process and activity to move to achievement.

1	2	3
That's me	Sometimes me	Rarely me

Use Differences: I want to use rather than eliminate differences and see value in divergent views:

1	2	3
That's me	Sometimes me	Rarely me

Seek Collaboration: I am more interested in seeing people create something fresh and new then to cooperate and coordinate on something old.

1	2	3
That's me	Sometimes me	Rarely me