

## WHEN IS IT HARDEST?

### PERFORMANCE SKILLS

When is it hardest for you to execute these performance skills?

Check the bullet points that you can relate to:

#### **Accountable: Taking responsibility for your actions**

- When I don't think I was in the wrong
- When I fear embarrassment/judgment
- When I fear the consequences I'll have to face
- Other: \_\_\_\_\_

#### **Competitive: Striving to be your best**

- When others around me don't care
- When I feel like I can't win or the goal is out of reach
- When I put my relationship with the person above winning the competition
- Other: \_\_\_\_\_

#### **Confident: Self-trusting**

- When I overthink
- When I'm not getting results despite full effort
- When I get no reassurance
- Other: \_\_\_\_\_

#### **Courageous: Operating outside your comfort zone**

- When people don't trust me
- When I feel like the risk outweighs the potential reward
- When I fear people won't follow me
- Other: \_\_\_\_\_

#### **Creative: Out-of-the-box thinking**

- When authority already has their mind made up
- When I feel micromanaged/controlled
- When my ideas are not valued or are consistently shot down
- Other: \_\_\_\_\_

#### **Curious: Desiring to learn or understand**

- When I fear judgment for asking questions
- When I'm scared to know the truth
- When the way I've always done it works
- Other: \_\_\_\_\_

#### **Disciplined: Self-regulating**

- When no one is watching
- When the wrong choice is easier
- When the result/consequence won't affect me
- Other: \_\_\_\_\_

#### **Enthusiastic: Expressing enjoyment**

- If no one responds to it/me
- When I'm too focused on myself
- When I'm surrounded by negative people
- Other: \_\_\_\_\_

#### **Focused: Eliminating distractions**

- When I don't know how to prioritize things
- When things are too easy
- When others pull my focus elsewhere (friends, family, teammates)
- Other: \_\_\_\_\_

#### **Hardworking: Paying the price with effort**

- When I'm not getting the results I want
- When others aren't working hard and get rewarded
- When it's for someone I don't care about
- Other: \_\_\_\_\_

#### **Motivated: Having a strong purpose**

- When I lose sight of my "why"
- When it feels like a lost cause
- When the rewards aren't worth it
- Other: \_\_\_\_\_

#### **Positive: Good and useful thinking**

- When I'm surrounded by negativity
- When others are overly supportive when I perform poorly
- When supporting something I don't believe in
- Other: \_\_\_\_\_

#### **Resilient: Bouncing back from setbacks**

- When I get knocked down over and over
- When more is asked of me than others
- When the goal seems unattainable
- Other: \_\_\_\_\_

## **WHEN IS IT HARDEST?**

### **RELATIONAL SKILLS**

When is it hardest for you to execute these relational skills?

Check the bullet points that you can relate to:

#### **Appreciative: Recognizing the good in someone or something**

- When I think I deserved it
- When my high-level performance becomes expected
- When someone does me a favor "that comes with a cost"
- Other: \_\_\_\_\_

#### **Caring: Investing in the person**

- When the person doesn't care for/about themselves
- When I'm overwhelmed with my own issues
- When I'm more invested than they are
- Other: \_\_\_\_\_

#### **Empathetic: Sharing the feelings of others**

- When I disagree with their choices/decisions
- When I'm struggling more than they are
- When they ignore clear solutions because it's "too hard"
- Other: \_\_\_\_\_

#### **Encouraging: Giving confidence and support**

- When the receiver doesn't care/respond
- When I feel like they didn't earn it
- When I'm jealous of them
- Other: \_\_\_\_\_

#### **Honest: Telling the truth**

- When the truth has negative consequences for me
- When I could lose a friendship/relationship
- When I'm worried what others will think
- Other: \_\_\_\_\_

#### **Humble: Distributing credit**

- When outside voices make my head bigger
- When I don't get enough credit
- When I'm the only one performing well
- Other: \_\_\_\_\_

#### **Loyal: Showing allegiance**

- When friends/family betray me
- When I don't believe in the cause
- When the grass seems greener
- Other: \_\_\_\_\_

#### **Patient: Tolerating struggle or delay**

- When mistakes are effort-based
- When I have to repeat myself
- When something is easy to me and I don't understand others' struggle
- Other: \_\_\_\_\_

#### **Respectful: Showing consideration**

- When someone gets in the way of what I want
- When someone criticizes me
- When I strongly disagree with someone
- Other: \_\_\_\_\_

#### **Socially Aware: Understanding signals sent and received**

- When I'm trying to fit in
- When I'm too focused on myself
- When someone else has different norms
- Other: \_\_\_\_\_

#### **Trustwilling: Relying on others**

- When others have failed me repeatedly
- When my reputation is on the line
- When I don't want to burden others
- Other: \_\_\_\_\_

#### **Trustworthy: Being reliable**

- When it adds unwanted responsibility to me
- When I'm given information that must be shared
- When I'm put in between two people
- Other: \_\_\_\_\_

#### **Unselfish: Putting the team first**

- When I see others cut corners and get away with it/rewarded for it
- When outside voices are influencing me to be selfish
- When I trust myself more than my teammates
- Other: \_\_\_\_\_