

**Your answers to these 10 questions will help to design coaching and support that suits you.**

**To get the best out of the tool, select the first answer that appeals to you for each question. There are no right or wrong answers. Your answers are confidential.**

1: Your morning alarm doesn't go off. You miss your train and are late for an important early morning meeting! What's your first reaction?

- 'Life happens, I'll get there when I get there'
- 'Why didn't I have a back-up plan?'
- 'This is going to completely ruin my day'
- 'Whoops, I'll have to call an Uber'

Other:

2: You're on holiday and receive an email saying your boss has been replaced. What do you do?

- Email your secretary (or team member) and arrange a meeting on the day you return
- Start calling and messaging colleagues to find out what impact it will have on you
- Nothing. You don't find out until you touchdown because your phone was turned off all holiday
- Think ... 'I knew I shouldn't have gone on this holiday'

Other:

3: A client wants to widen the scope of a job nearing deadline. What's your immediate response?

- 'I'll work out how to fix that.' And you start delegating...
- 'I can't believe this!'
- 'I'll get it done. No problem'
- 'I'll miss my lunch and stay later until I get it done'

Other:

4: You and several colleagues apply for the same promotion. You don't get the job. How do you react?

- Let it eat away at you for weeks
- Tell everyone 'this always happens to me!'
- Don't give it a thought, 'all's fair in love and war' after all.
- Start making a plan for how to do better next time

Other:

5: You've been given the opportunity to volunteer for a work role that will add to your skill set. What do you think?

- 'I'm ok as I am. I'll wait until it's necessary'
- 'Are you kidding! I've enough on my plate'
- 'I'll apply for it immediately.'
- 'I might not be able to add this to my current workload'

Other:

6: A colleague has phoned in sick and you have to pick up their workload. You've got plans to go out tonight. What do you think?

- 'This is exhausting! I'll be too tired to make tonight.'
- 'I'll take it in my stride and leave on time'
- 'I'm going to thrive on this and be able to make tonight'
- 'I'll never get through all this. First thing I need to do is cancel tonight'

Other:

7: You walk in early from a meeting to hear a colleague talking negatively to other team members about the way you handled a recent project. What do you do?

- Approach the colleague to discuss what they said
- Go to the toilet and burst into tears
- Wonder if your boss and everyone else thinks the same
- You don't really care and just get on with your day

Other

8: You heard some bad family news the night before. How do you face the day?

- Take the day off
- Tell your team and HR
- Feel guilty about bringing the mood down and worry that your line-manager thinks you

can't cope

- Come into work and not say anything to anyone

Other:

9: You're aware that a team member is facing some personal issues and is also inundated with work. What do you do?

- Talk to your line-manager about sharing out their work
- Not get involved
- Tell them you know
- Think 'I feel bad for them but I've not enough hours in the day'

Other:

10: Think back to one of the most difficult times you've faced in your life. What is your first thought?

- It's behind me now
- I wouldn't want to go through it again, but I learnt from it
- I still think about it
- I can't think about it without getting upset

Other: