

Please read carefully

This is a CONFIDENTIAL assessment to help us understand how you feel about your work in various situations. Your honest and thoughtful reply is most appreciated. Please take a couple of minutes to read the statements carefully, pause and consider your response before you put your score in the small box (center) that best reflects your feelings, and provide any comments you wish to help explain your score in the larger space on the right. There will also be a couple of open ended questions at the end of the assessment. Your scores and comments are very important and will be kept completely confidential.

Scoring your response

This is an open-ended system of scoring that relies on your feelings and intuition. There is no right or wrong score or answer. The statements below reflect our best estimation of a “thriving” work experience.

To the extent that you feel your personal experience is similar to each statement please mark a number from 0 – 5 so that **1-represents the least similar, the least agreement and/or the least number of times you feel this way, 5-represents the most similar, most agreement and/or most number of times you feel this way** and **0 represents that this item does not apply to you.**

Please do take a couple of moments to explain, express or elaborate your feelings in the space on the right. Your feelings are very important.

Statements	No./Score	Explain, Express or Elaborate
<p>Feelings about your work</p> <ol style="list-style-type: none"> 1. You feel the work you do is full of meaning and purpose. 2. At your work, you feel full of positive energy. 3. You are not easily discouraged by challenging situations at work. 4. You feel confident about your ability to do your job. 5. When you get up in the morning you feel like going to work. 6. At work, you feel confident that you can deal with whatever comes your way. 7. You really care about what you do at work. 8. At work you feel like doing your best every day. 9. You feel stronger after dealing with stressful situations at work. 	<ol style="list-style-type: none"> 1. 2. 3. 4. 5. 6. 7. 8. 9. 	
<p>Feelings about working with clients</p> <ol style="list-style-type: none"> 10. You feel your work with clients is important. 11. You feel invigorated when you are working with clients. 12. You feel strong and resilient when working with challenging clients and problems. 13. You have all the positive energy you need to effectively manage your caseload. 14. When working with clients you are so immersed in what you are doing that time passes quickly. 15. You regularly utilize specific methods to replenish your energy and enthusiasm. 	<ol style="list-style-type: none"> 10. 11. 12. 13. 14. 15. 	

Statements	No./Score	Explain, Express or Elaborate
Feelings about working with clients 16. Helping clients gives you a sense of purpose. 17. You often feel inspired by your clients. 18. At the end of the day you feel contented knowing you've done your best to help your clients.	16.	
	17.	
	18.	
Feelings about your work culture 19. You feel empowered by your work culture to do your best. 20. You look forward to engaging and interacting with others at work. 21. You feel there is a supportive work culture that helps you rebound from stress. 22. The culture at work gives you positive energy. 23. Your work culture helps you savour the good moments. 24. You feel motivated to help others in your organization recover from difficulty and hardship. 25. You feel proud to be part of this organization and are aligned with its mission and goals. 26. You feel a sense of cooperation and synergy in your organization. 27. You feel there is a culture of safety and trust in your organization that helps you rebound from difficulty and hardship.	19.	
	20.	
	21.	
	22.	
	23.	
	24.	
	25.	
	26.	
Feelings about your relationships at work 28. You feel your work relationships are positive and meaningful. 29. You have feelings of gratitude and appreciation for others at work. 30. During stressful and challenging times you can maintain effective relationships with those involved. 31. You feel you are a valued member of a team. 32. You feel you consistently listen to and encourage others at work. 33. You feel you are able to recover quickly from interpersonal conflict when it arises. 34. You feel empowered to initiate and maintain positive relationships at work. 35. You feel you receive constructive, useful feedback from others. 36. You feel safe with others at work and are able to share your vulnerabilities as well as your strengths.	28.	
	29.	
	30.	
	31.	
	32.	
	33.	
	34.	
	35.	
	36.	

What do you need to “thrive” at work?

How can these workshops and consultations be most helpful for you to thrive in your work?

Reflecting on what you have thought, felt and written in this assessment, what else do you feel is important for us to know to help you and your organization thrive?

<p>Deadline:</p> <p>Submission:</p> <p>Email to: Karl.larowe@hotmail.com</p>	<p>Contact Details:</p>
--	--------------------------------

Thank you for your time.