

# The Possibility Thinker Assessment

Expand Your Options and Wake Up  
Without Dreading Your Workday

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# Hi, I'm Irina!

I am an organizational psychologist and coach who help professionals become better at who they are and what they do.

## Welcome to the Possibility Thinker Assessment!

Millions of people wake up in the morning dreading the workday ahead. Don't be one of them! You can wake up having more tools, ideas, resources, and perspective on how to better engage in your professional life.

### Setting Your Context

To get the most out of this assessment, focus on your current professional role and your current support system. As you answer, think about how you manage your day-to-day growth and career development right where you are now. You might not need a new job to feel different about Monday morning; you might just need to become better at who you are and what you do.

Sometimes your path might include creating options outside of your current environment, but that is just one of the multiple options at your disposal. A new job or a radical career change might not be the only option, the best option, or the first option.

### The Goal: Development, Not Perfection

This is a tool for awareness and development. There are no "right" or "wrong" answers, only insights into where your thinking, decisions, and relationships may have become constrained.

### Types of Possibilities

There are three ways you can expand your possibilities:

- **Inner Possibilities:** expanding your options by looking inward and developing a deeper understanding of yourself.

- **Process Possibilities:** expanding your options by using practical thinking and decision-making processes.
- **Relational Possibilities:** expanding your options by deliberately engaging and collaborating with others.

You might not need a new job to feel different about Monday morning. You might just need to become better at who you are and what you do.

## How to Take the Assessment

### Be Honest

As you answer each question, think about yourself in your current role, with your current responsibilities and support system. The more honest you are, the more you will get out of the results. This is a snapshot of where you are right now, not where you've been or where you'd like to be.

### Pick One Answer

Answer the questions below and pick just one answer per question. There are no right or wrong answers, only awareness.

### Calculate

Sum up your points for each section and the total, then read the interpretation at the end.

### Evolve

Come back to this assessment every 6 months or so and take it again. Growth means your answers will change as you develop new habits and perspectives.

### A note on your score

Do not be afraid of a lower starting score! A lower score simply indicates room for growth and gives you a baseline to compete against as you evolve. Being honest with yourself is exactly how you can become a better version of yourself. Your score is not a label. It is simply a starting point.

That's what becoming a Possibility Thinker is about. Being able to see what options you have right now, in front of you.

# 1. Inner Possibilities

Expand your options by looking inward and developing a deeper understanding of yourself.

*Choose the option that reflects what you do most often, not what you think is the best answer.*

## **Cognitive Flexibility:**

*When I disagree...*

- My first interpretation usually shapes how I respond. (0)
- After the conversation, I sometimes realize there may have been other ways to interpret it. (1)
- I pause briefly and consider another possible interpretation before responding. (2)
- I often explore several possible interpretations before deciding how to respond. (3)

## **Strengths Awareness:**

*When I think about my strengths...*

- I realize I haven't spent much time identifying them. (0)
- I have a general sense of a few strengths. (1)
- I can identify several strengths if I take a moment to reflect. (2)
- I have a clear picture of my main strengths and how I tend to use them. (3)

## **Strength Regulation:**

*When I use a strength too intensely or too often...*

- I rarely notice when it starts working against me. (0)
- I realize I've overused it only after it creates a negative impact. (1)
- I can detect overuse while it is happening. (2)
- I anticipate situations where overuse is likely and proactively adjust beforehand. (3)

## **Values Clarity:**

*If you ask me what matters most to me, my non-negotiables ...*

- I don't know my core values ... yet. (0)
- I have a vague sense of what matters to me, but struggle to articulate it. (1)
- I can name my 3 top values if I check my notes. (2)
- I can clearly name my top 3 values without hesitation. (3)

## Values Alignment:

*When making decisions...*

- I don't incorporate my values in daily decisions. (0)
- I think about my values only when something feels misaligned. (1)
- I intentionally consider my values in major decisions. (2)
- I consistently use my values to guide decisions, boundaries, and priorities. (3)

## Inner Dialog:

*When things go wrong or I'm under significant pressure...*

- I may use harsh labels like "I'm not good at this", "I should have known better", "This is impossible". (0)
- I recognize that I've been hard on myself only after I feel drained or discouraged. (1)
- I occasionally notice my inner language while it is happening and can pause before continuing the spiral. (2)
- I immediately notice when my inner critic takes over and I consciously shift my language to be more objective. (3)

**Inner Possibilities Points Total:** \_\_\_\_ (out of 18)

## 2. Process Possibilities

Expand your options by using practical thinking and decision-making processes.

*Choose the option that reflects what you do most often, not what you think is the best answer.*

### Time Continuum:

*When I consider what to do before, during, and after an event...*

- I focus mostly on here and *now* and short-term demands. (0)
- I reflect on patterns and learnings only *after* something goes wrong. (1)
- I regularly reflect *before* and *after* important events. (2)
- I consistently integrate *past* lessons and *future* consequences into *present* decisions. (3)

### Priority Design:

*When I have multiple priorities...*

- My work is driven by urgency and incoming demands. (0)
- I reset priorities only when the workload becomes overwhelming. (1)
- I set priorities before major projects or goals. (2)
- I proactively align my time and energy with long-term strategic direction. (3)

### Option Generation:

*For important tasks/goals ...*

- I usually move forward with the first obvious idea. (0)
- I look for alternatives if the first approach doesn't work. (1)
- I consider a couple of possible approaches before deciding. (2)
- I deliberately explore several possible approaches before choosing one. (3)

### Action Experimentation:

*When taking action on uncertain goals ...*

- I wait until I feel confident and certain before acting. (0)
- I experiment only when forced by circumstances. (1)
- I test small actions to gather information. (2)
- I proactively design low-risk experiments to create learning and momentum. (3)

### **Managing Polarities:**

*When I face two competing priorities ...*

- I default to choosing one side over the other. (0)
- I attempt to balance them but under pressure I revert to one. (1)
- I recognize that both priorities matter and can explain the benefits of each. (2)
- I can hold both and look for ways to advance them together. (3)

### **Finding New Moves:**

*When stuck ...*

- I tend to focus on the constraints that are present. (0)
- I start exploring alternatives once it's clear the current approach isn't working. (1)
- I can immediately shift attention from what I cannot control to what I can. (2)
- I actively generate options across what I can control and what I can influence. (3)

**Process Possibilities Points Total:** \_\_\_\_ (out of 18)

### 3. Relational Possibilities

Expand your options by deliberately engaging and collaborating with others.

*Choose the option that reflects what you do most often, not what you think is the best answer.*

#### **Perspective Seeking:**

*When a decision could benefit from others' perspectives ...*

- I prefer to work through the decisions myself. (0)
- I ask for input only when necessary or required. (1)
- I seek input before important decisions. (2)
- I intentionally invite people who I know will disagree with me to stress-test my ideas. (3)

#### **Network Intentionality:**

*When I think about my professional relationships ...*

- I engage mostly within my immediate circle. (0)
- I reach out primarily when I need something specific. (1)
- I build relationships beyond my immediate circle to broaden my perspective. (2)
- I nurture a diverse network, investing in relationships before I need them. (3)

#### **Feedback Openness:**

*When it comes to asking input on my work...*

- I rely on feedback that naturally occurs through normal work interactions. (0)
- I seek feedback mainly after mistakes or when required. (1)
- I ask for feedback after important work. (2)
- I seek feedback proactively as a regular practice. (3)

#### **Influence Approach:**

*When I need to persuade others...*

- I lead with my position and the evidence behind it. (0)
- I consider the other side after presenting my position. (1)
- I explore shared interests before advocating for my solution. (2)
- I design solutions that integrate multiple interests from the start. (3)

### **Conflict Navigation:**

*My approach to tension or disagreement is that ...*

- I prioritize harmony and I quickly to move on from the conflict. (0)
- I address conflict only after tension escalates. (1)
- I engage in conflict with curiosity and openness. (2)
- I lean into the discomfort of addressing "the elephant in the room" as soon as I sense it. (3)

### **Collaborative Problem Solving:**

*When working in a team with shared goals ...*

- I develop my solution independently and present it as the path forward. (0)
- I share my solution first, then adjust based on others' reactions. (1)
- I co-create solutions by actively building on others' ideas. (2)
- I help structure conversations so the group can generate new options together. (3)

**Relational Possibilities Points Total:** \_\_\_\_ (out of 18)

# Interpretation

Add the points from the three sections and use the following overall interpretation.

## **Narrow Possibility Thinker (0–22):**

Your options may feel limited right now, and that is useful information. At times you may find yourself reacting to circumstances rather than intentionally shaping them. Your thinking, decisions, or relationships might currently be operating within a smaller range of possibilities than they could.

The good news: this score simply shows where your greatest growth opportunities are. Awareness is the first step toward expanding your options.

Start small. Generate one more interpretation before reacting. Ask one more person for perspective. Design one small experiment. Possibility thinking grows through small, deliberate expansions.

## **Emerging Possibility Thinker (23–38):**

You already show signs of expanding your thinking. At times you pause, explore alternatives, or seek input from others. These moments demonstrate that you already have the capacity to generate more options.

Right now, the opportunity is consistency. Possibility thinking may appear when the situation pushes you, but the next stage is learning to create options intentionally, even when things seem routine.

Ask yourself: Where could I make option-generation a habit rather than an exception?

## **Expanding Possibility Thinker (39 to 48):**

You are actively developing your ability to see and create options. You reflect, experiment, and engage others with growing intention. The next step is moving from effort to habit so that possibility thinking becomes your default, not just your best-case behavior.

The opportunity now is refinement. Where do you still narrow your thinking under pressure? At this stage, development becomes less about awareness and more about precision in how you expand possibilities.

## **Strategic Possibility Thinker (49 to 54):**

You consistently create options where others see constraints. You think across time horizons, leverage self-awareness, and use relationships to broaden what's possible.

At this level, the question shifts from: "How do I expand my possibilities?" to "How do I help others expand theirs?"

Your growth edge now is influence: using possibility thinking to help teams, organizations, and communities see options they may not yet recognize.

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Now, look back at your scores per section. Which section was the strongest? Which was the weakest? That will give you additional clues about what you are already doing well and where you might need to put more attention.

## **What Should You Do Now?**

Let's make it real. Think about the concrete goal you want to move forward with in the next 3-6 months. Write down what you're going to do, and when. Now, think about how the results of this assessment can help you along the way.

And retake this assessment from time to time to see how you evolved!

## **Final Note**

Remember that becoming a Possibility Thinker is a long-term process. It's an ongoing process, one that never truly ends. There will always be a next situation that will challenge us and require us to generate more options.

It's hard work.

But the rewards are worth it. As a Possibility Thinker, you can engage with your life with more flexibility and ease. And if you pay attention, you will see more opportunities.

I look forward to staying in touch with you and sharing more information about how you can continue to become a Possibility Thinker.

Along the way, you can visit [www.irinacozma.com](http://www.irinacozma.com) for more articles and resources.