

GENEROUS ASSUMPTIONS

Choose the best response for each question. After answering all seven, tally your A's, B's, and C's. Check the answer key to find your Generous Assumption style.

What's your strategy when a teammate misses a deadline?

- a) Get curious as to why this happened - schedule a 1:1 to discuss.
- b) Assume they had unforeseen circumstances and move on.
- c) Ask for an explanation immediately.

Your direct report has had frequent absences from work. How do you handle this situation?

- a) Meet to discuss expectations and inquire why they have been absent.
- b) Send an email with the attendance policy, copying HR.
- c) Report their absences to management without talking to them first.

You get an email from a colleague with ambiguous instructions. How do you reply?

- a) Ask for clarification, making sure you are clear on their expectations and timeline.
- b) Assume they might be busy and try to decipher the instructions on your own.
- c) Ignore the email and proceed with what you think is the correct approach.

How do you handle a team member who is consistently late to meetings?

- a) Have a private conversation expressing concern and seeking to understand.
- b) Assume they might have scheduling conflicts and suggest alternate meeting times.
- c) Call them out publicly during the meeting for their tardiness.

You notice a teammate facing challenges with a project. How do you extend your help?

- a) Reach out to understand if they are struggling with and how you can help.
- b) Assume they might need guidance and ask if they would like your help.
- c) Ignore their struggles and focus on your own tasks.

You receive feedback on your work that you disagree with. How do you reply?

- a) Listen to the feedback with an open mind and ask for clarification if needed.
- b) Assume there might be valuable insights and consider how to incorporate them.
- c) Dismiss the feedback outright and defend your work aggressively.

A coworker takes credit for your idea in a meeting. How do you address this situation?

- a) Politely assert your contribution to the idea and schedule a meeting to privately discuss the misunderstanding.
- b) Assume it was a misunderstanding and do nothing.
- c) Publicly accuse them of stealing your idea and demand recognition.

ANSWER KEY

Simply tally up the number of A's, B's, and C's you selected, then refer to the corresponding description to discover your Generous Assumption Guru score!

Mostly A's

Congratulations! You are a genuine Generous Assumption Guru. Your empathetic and supportive style in workplace interactions creates a positive and collaborative environment, making you a valuable team member.

Mostly B's

You possess many qualities of the Generous Assumption Guru. You tend to give people the benefit of the doubt and offer assistance, contributing to a harmonious workplace atmosphere. Keep up the good work!

Mostly C's

You have some work to do! Consider adopting a more empathetic approach towards your coworkers to build better relationships in the workplace. Remember, a little understanding goes a long way! Reach out to us if you'd like to discuss a strategy in making more generous assumptions at work.