

CALCULATING YOUR PROFESSIONAL SCORE

Everybody starts with 100 points.

Positive Life Events: minimum of +10 points, maximum of +20 points, e.g. supervising or captaining peers before you are a senior in high school or college, getting a mentor, creating SMART goals, volunteering in the community, being on the honor roll, being a prodigy at something, e.g. taking 8th grade math in 5th grade, playing in All State Orchestra, etc.

Major Negative Life Events: minimum of -25 points, maximum of -100 points for termination of employment, loss of a parent, divorce, having to drop out of school, becoming homeless, etc.

Minor Negative Life Events: minimum -10 points, maximum of -20 points for uneven work-life balance, lack of t, short-term incompatibility with co-worker, etc.

Education: +50 points for completing GED or obtaining professional certification(s), +50 points for AA while working, +100 points for BA or equivalent, +150 points for MBA or equivalent. (These last can be worth more, e.g. if you had to work full-time while earning the degree.)

Vision/Mission/Plan: minimum of +100 points, maximum of +150 points for crafting vision and mission statements, for clarifying what kind of leader you want to be, for reflecting where you are in your path, etc. Knowing your plan and what needs to be done earns you another +100 points.

Assessment: Birkman or 360° Assessment strongly recommended. +50 points for Birkman Map and potentially +50 points for your 360° results. +5 points for each strength/superpower. And -5 points for unconscious bias (reclaim points as you address these).

Rehearsal: +20 points for using your EQ to improve functions for you or your team. -20 points for failing to use your EQ. +50 points for developing Rules of Engagement for any goal(s).

Executing Plans: +50 points for clear/implicit mission. +50 points for your tone supporting and furthering execution.

Reflection: -50 points for being a micromanager. -50 points for failing to provide possible scenarios. +50 points for using your strengths. +20 points for identifying and working on your weaknesses.

Service: -100 points for not being involved with community or service at all. +20 points for each hour donated to any activity. +100 points for being a leader in any organization supported.

Recognition by Others: minimum of +25 points, maximum of +100 points for being selected for a fellowship, promoted, given additional responsibilities, especially that of training peers, etc.

Entrepreneurship: minimum of +25 points for trying. Can be reduced or go negative; longevity and success of self-initiated endeavor can increase in points value over time, e.g. new business in the black a er 5 years could be +125 points.

Professional Leadership as Assessed by Self and Others: minimum of +25 points, maximum of +100 points.

SMART GOALS

SMART goals are specific, measurable, attainable, relevant and time-specific. I link back to places earlier in this book where I got creative and started moving things in the direction they needed to go so that I could become a leader, e.g. speaking up and getting trained at Fort Lee to be a Supply Sergeant, arranging the holiday shipment and receipt of supplies from Europe to the Middle East, etc. For example, you might set a goal of reading a leadership book every month. Setting the goal = 1 point; completing the book would add 4 more points for a total of 5—with a maximum of 50 points in relation to this goal. Another example might be deciding to go to community college and earn an AA (associate in arts degree) within three (3) years. You could get 10 points for setting the goal, which would become 15 points if you complete the degree within your specific time frame.

The point being that you become more in charge of where you are going on your leadership journey by setting SMART goals, and further along once they are achieved.

FOR MORE INFORMATION ON THE PROFESSIONAL SCORE, EMAIL:

The Formation Entertainment Group

Sgt. Major Keith L. Craig

CEO

KeithLCraig@execs.com

Newton Mayenge

Executive Vice President

NewtonMayenge@execs.com