

360-Degree Personal Audit Exercise

The purpose of this exercise is to help you build self-awareness by reflecting on your strengths and what you want to improve upon. You will do this by looking at yourself through the eyes of others in order to gain a rounded perspective of yourself.

First, look behind you. In other words, think of several people (3–5 people is ideal) who are behind you careerwise. These might be subordinates that report to you, younger people in your life that look up to you, or those you are in a position to have power over or guide. Write down their names.

Second, you can approach these people and ask them to provide you feedback using the following questions as a guide. Or, you can simply reflect on what these people would say about you. The feedback questions:

- What would your “look behind” people say about you that was generally positive?
- What constructive suggestions would your “look behind” people offer to help you improve or change?
- What is most likeable about you from their perspective?
- What is something that your “look behind” people have always wanted to tell you that would help you but never have?

Third, repeat this exercise with your peers. Identify 3–5 peers whose opinions you value and ask the same questions of your peers.

Fourth, repeat this exercise with bosses or those that you look up to in your career.

Finally, what have you learned from these interviews and reflection? What strengths have you identified that a mentor could help you build upon? What knowledge, skills, abilities, or weaknesses have you identified that a mentor could help you improve upon?

Note: This exercise was inspired and adapted from The Social Mirror Exercise found in *Interpersonal Skills in Organizations* by Suzanne C. de Janasz, Karen O. Dowd, and Beth Z. Schneider.

Goal Setting Reflection Exercise

The purpose of this exercise is to set goals considering all important areas of your life. Consider setting a combination of short- and long-term goals, such as six months, one year, five years, and ten years.

First, consider various areas in your life that you may wish to set goals in: academic/intellectual, health/wellness, social, professional, financial, spiritual, societal, or service. You don't have to have goals in each category—use whatever makes the most sense for you.

Second, dream big and do not censure yourself. Allow this to be a fun and creative exercise. Try to make your goals SMART! SMART means that your goals should be specific, measurable, actionable, realistic, and time-bound. For example, “make more money” is not a SMART goal. A SMART goal would be “increase earnings by ten percent by the end of next year.”

Third, once you have identified 5–10 SMART goals, consider how a mentor could help you achieve these goals. Who would be someone that has accomplished the goal(s) that you have set that could guide you?