

Head, Heart, Guts Self-Assessment



Take the Head, Heart, Guts Self-Assessment below to understand which style will come most naturally when making decisions. Before you begin, make sure you review the Leading Decision Making Learning Moment ,

You can work out your highest and lowest styles by adding up your score at the end.

‘Almost Always’ = three points, ‘Often’ = two points, and ‘Sometimes’ = one point.

Once completed you can turn over the page to see the actions you can take to improve your decision making in each of the three styles.

	ACTIONS	SELF-ASSESSMENT			TOTAL
		SOMETIMES (1)	OFTEN (2)	ALMOST ALWAYS (3)	
HEAD	I look at the big picture				/18
	I operate with a global perspective				
	I understand how to create value for Myer and our customers				
	I align my performance objectives and targets, and those of my team, with Myer's business strategy				
	I understand what needs to be done to create a better future				
	I review objective data when making decisions				
HEART	I communicate effectively; up, down and across Myer				/18
	I support and lead change				
	I cultivate collaborative relationships internally and externally				
	I am a team player				
	I lead with a strong purpose				
	I am a good role model				
GUTS	I act decisively				/18
	I take a stand if required				
	I take ownership and demonstrate integrity				
	I take appropriate and calculated risks				
	I develop alternatives to solutions and problems				
	I follow our values to help make the right decision				



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Read the list of actions that you could take to improve your decision making in each of the different styles. Tick the ones you would like to give a go, then you can print this out and keep it somewhere accessible while at work. Consider also creating a development action in DARE.

HEAD	GIVE IT A GO? <input type="checkbox"/>
Talk to your senior leaders about key metrics and performance objectives. Ask for more information about Myer's strategy	<input checked="" type="checkbox"/>
Attend cross-functional meetings, Huddles and Results meetings	<input type="checkbox"/>
Run a team session looking for ways to align team outputs with strategy and purpose	<input type="checkbox"/>
Add your own:	<input type="checkbox"/>
HEART	
Show up	<input type="checkbox"/>
Be an ambassador	<input type="checkbox"/>
Offer to help where you can	<input type="checkbox"/>
Take time to invest in relationships with people	<input type="checkbox"/>
Balance your focus on tasks & people	<input type="checkbox"/>
Ask questions and be curious	<input type="checkbox"/>
Listen and be authentic	<input type="checkbox"/>
Give and seek feedback	<input type="checkbox"/>
Recognise contributions and celebrate success	<input type="checkbox"/>
Add your own:	<input type="checkbox"/>
GUTS	
Plan and prepare	<input type="checkbox"/>
If you don't know, say so	<input type="checkbox"/>
Learn from reflecting on what could be done better	<input type="checkbox"/>
Take the time to bring people along on the journey with you	<input type="checkbox"/>
Be true to your and our organisational values	<input type="checkbox"/>
Add your own:	<input type="checkbox"/>