

Science of Success: Are You an Energizer?

Answering these twelve questions will help you assess whether you are likely to energize or de-energize others. This assessment will be most useful if you answer the questions yourself, ask others to rate you, and then assess whether your perceptions match others' perceptions of you.

1=Rarely; 5=Always

1. Do you communicate a compelling vision that focuses on hope?	1	2	3	4	5
2. Do you focus more on possibilities and opportunities rather than roadblocks and problems?	1	2	3	4	5
3. Do you create opportunities for others to contribute in meaningful ways by being clear about the desired end results yet flexible in how people achieve them?	1	2	3	4	5
4. Do you help others see progress toward important goals?	1	2	3	4	5
5. Do you view relationships as an important part of your job?					
6. Do you show that you are excited about learning from others and are open to other people's ideas and points of view?	1	2	3	4	5
7. Do you show that you are fully engaged with others when interacting with them?	1	2	3	4	5
8. Do you help others achieve their goals?					
9. Do you show gratitude?	1	2	3	4	5
10. Do you follow through on commitments?	1	2	3	4	5
11. Do you address tough issues rather than ignore them?	1	2	3	4	5
12. Do you manage de-energizers so that they don't bring others down?	1	2	3	4	5

These questions were adapted from: Cross, Rob, Baker, Wayne & Parker, Andrew. (2003). What creates energy in organizations. *MIT Sloan Management Review*, 44(4), 51-56; Cross, Rob & Parker, Andrew. (2004). Charged up: Creating energy in organizations. *Journal of Organizational Excellence*, 23(4), 3-14.

1. Do your scores lean more toward energizing or de-energizing?
2. Are there some areas in which you more energizing than others?
3. Are there gaps between how you see yourself and how others see you?
4. What is the most important action you can take to become more energizing to others?