



## What Kind of Moxie Do You Have?

Moxie is the sense of inner resolve that leaders draw upon to face adversity and capitalize on opportunity. A leader with moxie has guts and gumption but also the commitment to innovate and engage with others in order to achieve intended results. This short self-assessment is designed to help you evaluate your own state of moxie.

*On scale of 1-5 (1 = strongly disagree and 5 = strongly agree) consider the following statements and rate yourself accordingly.*

### **Mindfulness**

- Every I can't wait to get to work and tackle the challenges facing our team.
- I am fortunate because I am working on projects that interest me and are of benefit to my organization
- I make time to engage 1:1 with individuals on my team and ask them what they are working and what I can do to help them.
- I make time regularly to reflect on what I am doing now as well what I can (and must) do in the future.
- I look for inspiration in the work I do and in the example set by those I admire.

### **Opportunity**

- I make a regular practice of looking for new opportunities to benefit our team.
- I radiate optimize, that is, I demonstrate what it means to be a positive influence on others.
- I ask myself and our team to evaluate opportunities that are worth pursuing and why.
- I manage by putting the right people into the right jobs and providing them with the resources and training to succeed.

I am not afraid to give up working on a project that is draining resources rather than provide value to our organization.

### **X-Factor**

Ambition is important for leaders to possess because it stimulates their ego to achieve.

I regard character as something you speak about but you demonstrate only by example.

I seek ways to demonstrate courage by standing up for what I believe.

I make time to improve my capability to lead by acquiring new skills and keeping up to date with new technologies.

I believe that it is important to have passion for what you do and compassion for those with whom you work.

### **Innovation**

I regularly evaluate how we do our work with the intention of doing things better the next time.

When it comes time to make change, I view myself as one who must take the first step.

I make time to learn new things by meeting and mingling with people outside of my own discipline.

When people come to me with new ideas, I resist the urge to say no until I hear the whole story.

Innovation can be a difference maker. Therefore I seek out ideas from everyone with whom I work.

### **Engagement**

I make a habit of walking the halls, even when it means traveling to multiple locations to meet with members of my team.

\_ I work hard to listen to what people have to say, even when I don't always agree with what they are saying.

\_ As a leader it is my job to treat co-workers as contributors and to let them know how they are doing, what they could do better, and how much I appreciate their contributions.

\_ The first form of engagement is communication. I let my actions speak louder than my words.

\_ Leaders must lead with a sense of inclusiveness. That is, keeping people informed with news, apprised of the situation, and engaged in the work.

**Total**

*Scoring*

125

Moxie Extraordinaire

124-100

Very Moxie Indeed

76-100

You know what Moxie is so keep up the good work

>75

Keep working and don't be discouraged