

Six Stages of Change Self-Assessment

Fill in the number that most closely reflects how frequently you have used the method in the past week to combat your problem, 1=Never, 2=Seldom, 3=occasionally, 4=Often, 5=Repeatedly

Consciousness-Raising

1. I look for information related to being a better leader.
 2. I think about information from articles and books on how to overcome being a poor or average leader.
 3. I read about people who have become successful leaders.
 4. I recall information people have personally given me about the benefits of becoming a great leader.
- TOTAL Score=_____ (Precontemplators usually get a score of less than 10; people who have successfully passed into the Contemplation stage usually score 10 or more.)

Helping Relationships

1. I have someone who listens to me when I need to talk about my leadership challenges.
 2. I can be open with at least one person about experiences related to not being a great leader.
 3. I have someone on whom I can count on when I'm having problem with my direct reports.
 4. I have someone who understands my problems.
- TOTAL Score=_____ (Precontemplators with a score of less than 12 need to build stronger support with others; people who are ready to move into the Contemplation stage usually score 12 or more.)

Emotional Arousal

1. Dramatic portrayals about me not being a great leader affect me emotionally.
 2. I react emotionally to warnings about the consequences of not being a great leader.
 3. Remembering reports about illnesses caused by my not being a great leader upset me.
 4. Warning about hazards of not being a great leader move me emotionally.
- TOTAL Score=_____ (Contemplators with a score of 9 or less need more emotional arousal; people who are ready to begin moving into the Preparation stage usually score 10 or more.)

Self-Reevaluation

1. I consider my direct reports and peers would be better off without my poor leadership.
 2. My tendency to give into not being a great leader makes me feel disappointed in myself.
 3. I reassess the fact that being content with myself includes changing my leadership behavior
 4. I get upset when I think about giving into not being a great leader.
- TOTAL Score=_____ (Contemplators with a score of 14 or more are ready to begin moving into the Preparation stage, scores 13 or less suggest a need for more cognitive and emotional reappraisal of yourself in relation to being a poor or average leader.)

Commitment

1. I tell myself that if I try hard enough I can become a great leader.
 2. I make commitments against giving in to not becoming a great leader.
 3. I use willpower to keep from engaging in not becoming a great leader.
 4. I tell myself I can choose to change or not.
- TOTAL Score=_____ (In order to take effective action, your score on this self-assessment should be 14 or higher.)

Countering

1. I engage in some physical activity when I am tempted to engage in my old habits.
 2. When I feel the onset of not being a great leader, I try to relax.
 3. I find other activities are a good substitute for being a poor leader.
 4. When I feel myself slipping into my old habits, I think about or do something else.
- TOTAL Score=_____ (A score less than 12 means you have more work to do on countering. A score of 12 or more on this self-assessment indicates you are ready to move into the maintenance stage.)