

NAME
& TITLE

I AM MOST
ENGAGED AT
WORK WHEN

I PREFER TO
COMMUNICATE

IN TIMES OF
STRESS, I LIKE
SUPPORT TO LOOK
LIKE

HOW I CAN BE
MISUNDERSTOOD

HOW I PREFER
FEEDBACK

MY RELATIONSHIP
TO DEADLINES

AT WORK, I'M
TRYING TO GET
BETTER AT

WHENEVER YOU
SEE ME ____
PLEASE FEEL FREE
TO ____

A RULE/LESSON I
LEARNED AS A
CHILD THAT I
STILL FOLLOW

At My Best

- I'm most energized at work when
- When working in a team, my real strength is
- The part of change that I'm good at is

Working Preferences

- How I prefer to communicate
- My relationship to deadlines
- I tend to get stalled in a project when...
- How I like to celebrate wins

Aspirations

- At work I'm trying to get better at
- It's important to me that my manager/team see me as
- One thing that may change for our organization that I hope doesn't is

Interpreting Me

- What it looks like when I disagree
- How I can be misunderstood
- When I'm stressed I tend to
- When I'm close to burnout it looks like

Support I Prefer

- In times of stress, I like support to look like
- How I prefer feedback
- Whenever you see me ____, please feel free to ____
- When I get stalled in a project, I need others to
- Others can help me be more creative by

My Psyche

- A rule/lesson I learned as a child that I still follow
- The cognitive biases I'm prone to
- Things I tend to overlook when thinking through something
- Among my friends and family, I'm usually the first/middle/last to try a new technology because

- Amidst uncertainty, I tend to
- In a crisis, I will

Client Kick-off Questions

- What I expect from partners & consultants