

Credibility Self-Assessment

adapted from The Speed of Trust,
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Circle the number closest to the statement that best describes you. 1 = the statement on the left is most like you; 5 = the statement on the right is most like you; 3 = both statements are equally like you

Part 1: Integrity

I sometimes tell white lies or spin the truth to get what I want.	< 1 - 2 - 3 - 4 - 5 >	I am thoroughly honest in my interactions with others.
Sometimes my words don't match my thoughts or my actions don't match my values.	< 1 - 2 - 3 - 4 - 5 >	What I say and do is what I think and feel.
I am not fully clear on my values.	< 1 - 2 - 3 - 4 - 5 >	I am clear on my values and courageous in standing up for them.
It's difficult to admit that someone else is right or that there's information that supports a different point of view.	< 1 - 2 - 3 - 4 - 5 >	I am open to learning new things that may cause me to rethink issues.
I find it difficult to set and achieve personal goals and commitments.	< 1 - 2 - 3 - 4 - 5 >	I consistently make and keep commitments to myself and others.

Part 2: Intent

It's difficult for me to think about concerns of those who aren't close to me.	< 1 - 2 - 3 - 4 - 5 >	I am concerned about the welfare of others.
I rarely think about why I do what I do. I rarely try to improve my motives.	< 1 - 2 - 3 - 4 - 5 >	I am aware of my motives and work to do the right things for the right reasons.
I usually focus on getting what I want.	< 1 - 2 - 3 - 4 - 5 >	I seek solutions that provide a "win" for everyone.
Based on my behavior, people might not think I have their best interests in mind.	< 1 - 2 - 3 - 4 - 5 >	People can tell by what I do that I have their best interests in mind.
Deep down, I believe if someone gets something that it means I don't.	< 1 - 2 - 3 - 4 - 5 >	I believe there is more than enough to go around.

Part 3: Capabilities

I don't think my current job/role is a good fit for my talents.	< 1 - 2 - 3 - 4 - 5 >	There is a good match between my talents and the work I'm doing.
I have not yet developed the knowledge or skills I need to be most effective at the work I do.	< 1 - 2 - 3 - 4 - 5 >	I have acquired the knowledge and mastered the skills that my work requires.
I rarely take time to improve my knowledge and skills.	< 1 - 2 - 3 - 4 - 5 >	I relentlessly improve my knowledge and skills in all important areas of my life.
I'm unsure of my strengths. I'm focused on improving my areas of weakness.	< 1 - 2 - 3 - 4 - 5 >	I know my strengths and continue to focus on using them effectively.
I don't know how to build trust.	< 1 - 2 - 3 - 4 - 5 >	I know how to build trust and actively work to make it happen.

Part 4: Results

I don't have a good performance track record.	< 1 - 2 - 3 - 4 - 5 >	My performance track record assures others that I will achieve results.
I focus my efforts on doing what others tell me to do.	< 1 - 2 - 3 - 4 - 5 >	I focus my efforts on results rather than simply activities.
I have difficulty telling about my track record without out coming across as bragging.	< 1 - 2 - 3 - 4 - 5 >	I tell about my track record in ways that build confidence without bragging.
I often fail to finish what I start.	< 1 - 2 - 3 - 4 - 5 >	With rare exceptions, I finish what I start.
I don't worry about how I get results, just that I get them.	< 1 - 2 - 3 - 4 - 5 >	I get results in ways that inspire trust.

Add the numbers in each part. Put the results in the table below.

	Part	Core	Score
Root	1	Integrity: acting in accordance with beliefs and values	
Trunk	2	Intent: transparent motives and agenda	
Branches	3	Capabilities: knowledge, talents, skills, style	
Fruit	4	Results: performance track record	
		TOTAL	

An overall score below 70 indicates that you have a serious credibility problem.
 An overall score between 70 and 90 shows room for improvement.

My Improvement Action Plan

	Indications of Progress
INTEGRITY Action for Improvement	
INTENT Action for Improvement	
CAPABILITIES Action for Improvement	
RESULTS Action for Improvement	

My Accountability Partner is: