

Mastermind Mindset Scorecard

| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | NOW | NEXT |
|-------------------------------|--|---|---|---|---|---|--|---|---|--|----|----|-----|------|
| GENEROUS | You are a taker. Sharing resources is scary. You see the world in terms of scarcity. | | | You are a taker, that sometimes gives when the outcome of generosity benefits you. You believe, "I'll scratch your back if you scratch mine." | | | You are a giver. Generosity comes naturally, but at a cost when you violate personal boundaries in order to help. This zaps your energy and ability to have more impact. | | | You see abundance everywhere. Generosity comes naturally and you look for ways to share resources. You honor individual boundaries so that you can be even more generous at appropriate times. | | | | |
| HUNGER | You engage in professional development only when directed. You don't see value in opportunities that others find meaningful. You judge your peers' motives for seeking professional development. | | | You say "No" too easily to growth opportunities. Obstacles block you from professional development rather than opportunities to navigate around. | | | You invest in opportunities that require minimal resources. Social media, podcasts, & free workshops are enough for you. A lack of prioritizing your growth is hindering your ability to maximize your performance. | | | You search for the best growth experiences. You find creative solutions to enroll in programs you identify worthy of investment. What fuels you is a desire to be the best version of yourself. | | | | |
| WELCOMES FEEDBACK | You avoid feedback and discount the value of feedback shared with you. | | | You take action on feedback, but discount the value of feedback based on the messenger. | | | You actively seek out feedback and have developed great trust with peers who have permission to challenge you to be better. | | | You deliberately consider feedback and use systems to learn from both positive and negative outcomes. You have access to multiple feedback loops. You share what you are learning with your peers. | | | | |
| CANDID | Your message changes based on the environment and people around. You talk out of both sides of your mouth. | | | You demonstrate candor with a small group of peers who are in your comfort zone. | | | You care personally & challenge directly but struggle to implement consistently. | | | You consistently care personally and challenge directly. | | | | |
| OPEN-MINDED | The world is black and white. You believe you are either right or wrong. You don't interact with peers who don't share your point-of-view. | | | The world is black and white, but you are willing to work with others who don't share your perspective. | | | You see the world as more than black and white. However, you lack intentional tools to gather diverse opinions and slow your thinking down. | | | You demonstrate curiosity in every situation and use tools to slow your thinking and suspend judgment. You demonstrate empathy and seek out counter-narratives to balance your thinking. | | | | |
| COLLABORATIVE | You work in isolation. | | | You collaborate when asked, but you don't actively seek collaboration. | | | You value collaboration and gathering people comes naturally. The groups you form are homogeneous. | | | You value collaboration and gathering people comes naturally. You are able to gather diverse groups of people. | | | | |
| EXCELLENCE | Your work is consistently poor. | | | You can create excellent work with great effort. This output is inconsistent. | | | You do all things with excellence. This comes at a cost because you are not able to let some things go. It's hard to separate the forest from the trees. | | | Your goal is to do everything with excellence. You have a pre-determined list of items that must be done with excellence and are able to let go of tasks that don't matter in the "big picture." | | | | |
| ANTIRACIST | You are racist. | | | You are willing to acknowledge that racism exists, but for you it exists in the past or in other spaces. You are unwilling to admit that racism exists where you are. | | | You are self-aware and see where your actions contribute to inequity. You actively seek out ways to grow and understand others from different backgrounds. You speak up inconsistently when you experience something racist. | | | You are self-aware and see where your actions contribute to inequity. You actively seek out ways to grow and understand others from different backgrounds. You speak up consistently when you experience something racist. | | | | |
| EMOTIONAL INTELLIGENCE | When people ask who the "jerk" is in the organization, everyone says it is you. | | | You have either strong internal or external awareness, but you are not working at growing either of these areas. | | | You have either strong internal or external awareness. You actively work at strengthening your emotional intelligence. | | | You have both strong internal and external awareness. You actively work at strengthening your emotional intelligence. Peers come to you to learn how to grow in this area. | | | | |
| OWNERSHIP | It is always someone else's fault. | | | You take responsibility when you are uncomfortable or forced to take responsibility because someone of authority makes you. | | | You take ownership when you are at fault and can do so unprompted. | | | You take ownership in all situations. Even when someone else is clearly at fault, you are able to identify where you either contributed to the problem or where you could have done something better. | | | | |
| GOALS | You lack authentic goals. If you have them at all they are done to fulfill compliance, but lack meaning for your work. | | | You have goals, but they are created to please others. They are what you think your boss, peers, or others you respect would want you to have. | | | You have clearly defined goals and work toward them. The tyranny of the urgent sidetrack your goals and you lose focus. | | | You have clearly defined and written goals. You share your goals and progress in public. You are able to teach others how to set and achieve goals. You demonstrate focus and urgent needs don't side-track what is most important. | | | | |
| COMPASSION | People describe you as cold and mean. | | | You believe the professional and personal must be separate. There is a palpable distance between you and colleagues. | | | You are compassionate and bring your full self to work. However, you don't consistently share tough feedback because you care so much for others. Because of this, your motives are sometimes questioned. | | | You are warm and compassionate. People "know how much you care" and are open to your ideas. Because of your high regard for others you can share tough feedback. You integrate your personal and professional life appropriately. People feel seen, heard, and connected because of your leadership. | | | | |
| | Calculated Score | | | | | | | | | | | | | |