

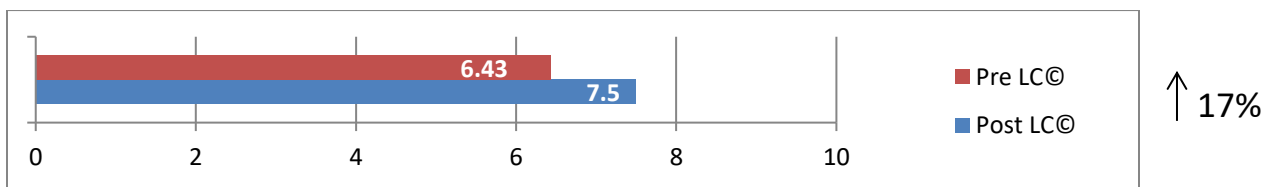
2018 Leadership Circles© Pre and Post Survey Results Phase I

The following 15 questions show the results of a self-evaluation completed by the participants in the Alive in Healthcare Leadership Circles prior to and again following the first phase. 31 people participated and 2 people resigned over the course of the Leadership Circles©. Pre-Survey n= 28, Post Survey n = 19

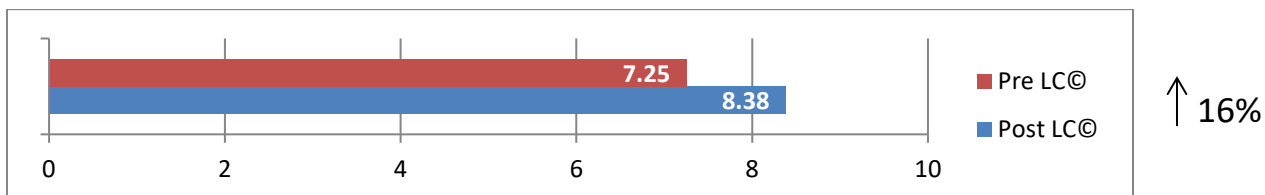
Q1: I define “Leading Self” as: (minimum 50 words; maximum 200 words)

Anonymous participant responses available upon request.

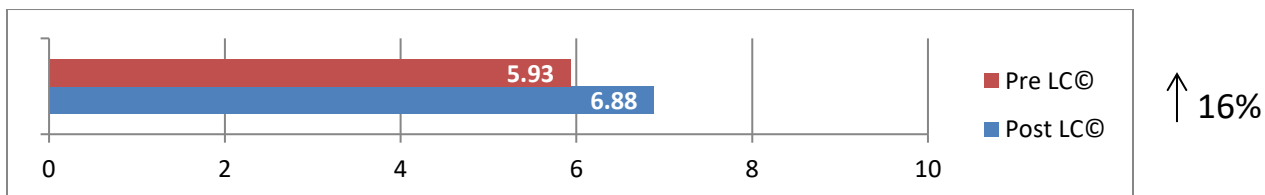
Q2: Based on my definition of Leading Self, I feel I demonstrate this. (10 = I demonstrate this at its best)



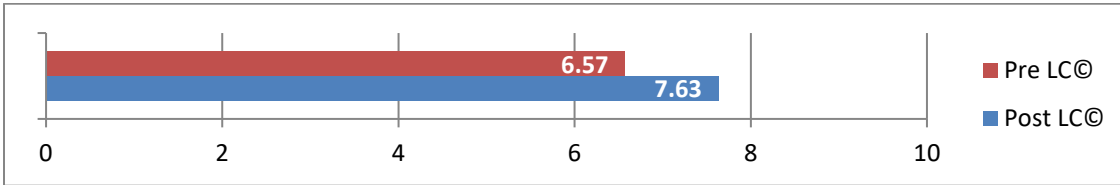
Q3: I am clean on how my values inform my actions. (10 = I know my values well and can easily explain how they inform my actions)



Q4: I am able to describe my feelings openly in situations. (10 = I easily name and verbalize my feelings in situations)

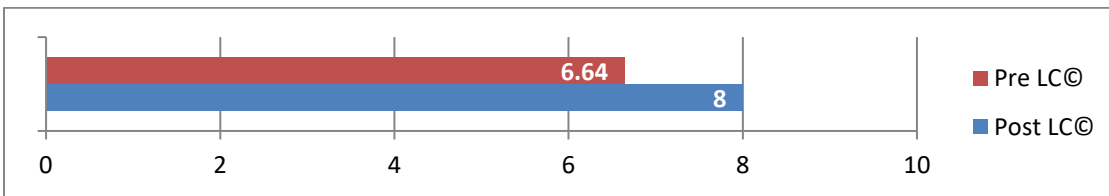


Q5: I express my feelings in a respectful way so that the listener feels safe and comfortable. (10 = I am skilled at expressing my feelings effectively)



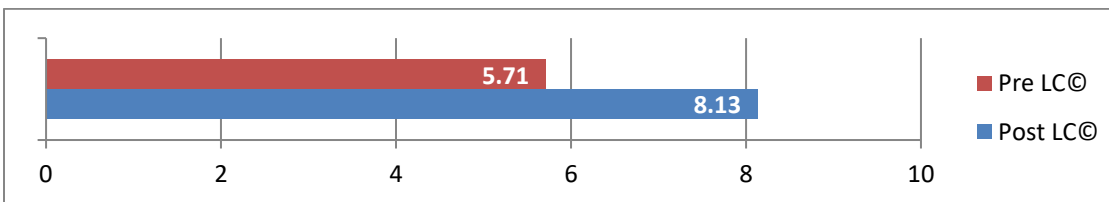
↑ 16%

Q6: I am confidently able to appreciate feedback without taking it personally. (10 = Criticism does not erode my self-esteem)



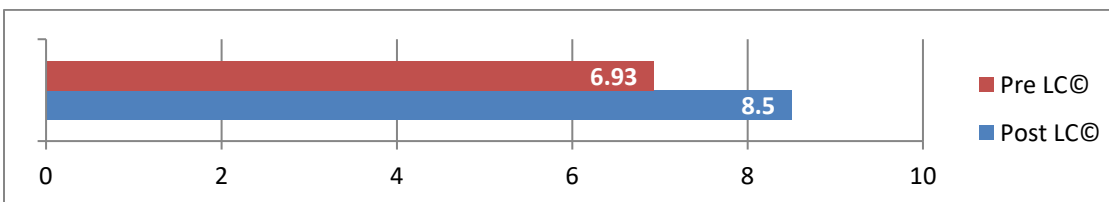
↑ 20.5%

Q7: I look after myself physically, spiritually, mentally, and emotionally. (10 = I take the time to look after myself in all these aspects)



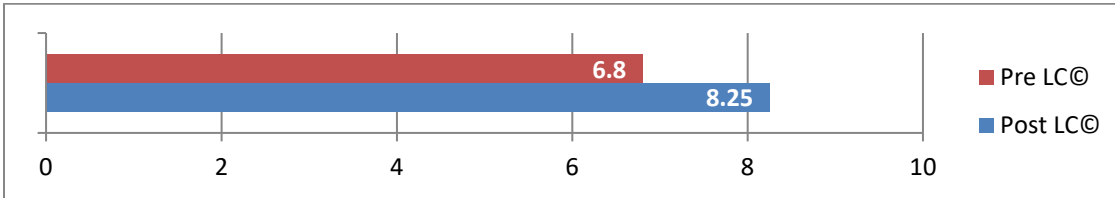
↑ 42%

Q8: I am fully aware when I judge others based on my personal values and/or strengths and expectations. (10 = I am 100% aware)



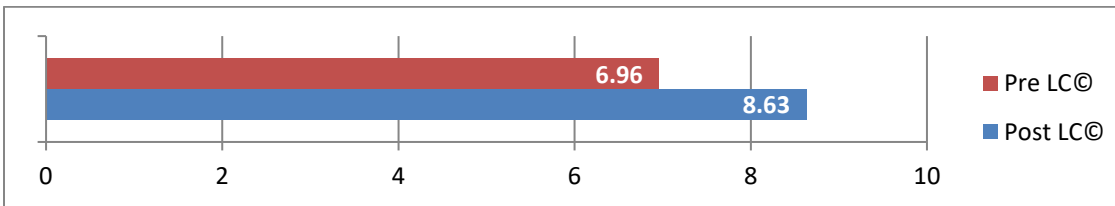
↑ 23%

Q9: I listen to others with curiosity and interest even when I do not agree with them or they are saying something that is difficult for me to hear. (10 = I remain calm and curious in disagreements)



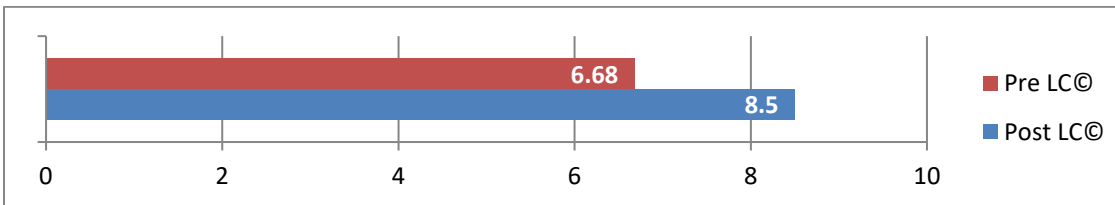
↑ 21%

Q10: I recognize when I have an “unhealthy” motive when interacting with others. (10 = I spot my unhealthy motives right away)



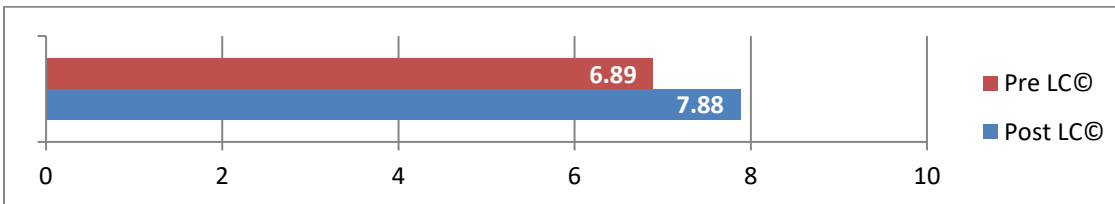
↑ 24%

Q11: I can quickly switch my “unhealthy” motive when interacting with others to a motive that is more effective and in line with what I really want. (10 = I quickly change my unhealthy motives)



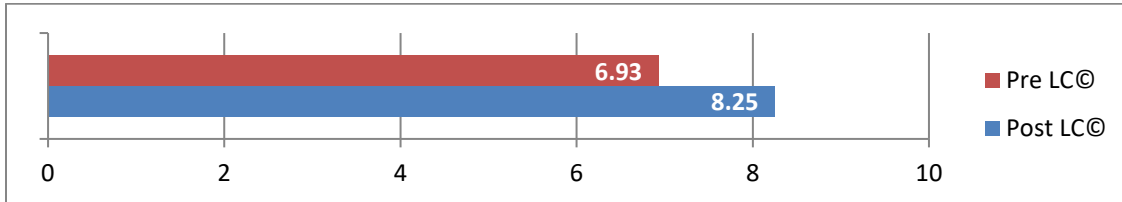
↑ 27%

Q12: I quickly notice my role in conflicts. (10 = I notice how I contributed to the conflict right away)



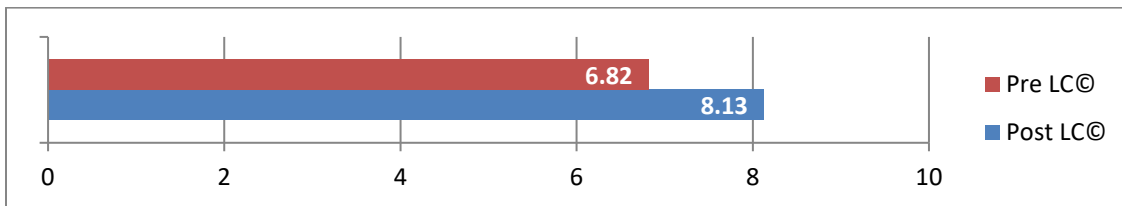
↑ 14%

Q13: I am aware of how I communicate both verbally and non-verbally and the impact this has on others. (10 = I am very aware of my verbal and non-verbal communication)



↑ 19%

Q14: I am able to use my strengths X% of the time at work. (10 = I spot my unhealthy motives right away)



↑ 19%

Q15: The biggest take away for me from the Leadership Circles© was: (n = 17)

Anonymous participant responses available upon request.