

The *UncommonSense*® Self-Assessment is easy to administer. However, to be useful, you need to be painfully honest... so keep this tool and your responses in a safe place. Additionally, since we are all prone to self-deception, we will eventually want to seek authentic feedback from someone we trust and who knows us well. Remember that perfection is not the goal; we all fall short of that. The goal is a humble willingness to strive to improve.

Prior to the taking the Self-Assessment, study the *UncommonSense*® Framework, which is the companion piece that describes each character ethic, and become familiar with its 20 defined character ethics. Very few people actually reflect on these attributes. Take your time, it is good to linger and ponder. As you reflect, think of the typical (habitual) behaviors that you actually practice (not those that you aspire to practice) daily. Temper this by thinking also about what traits “characterize” you on your best and your worst days with respect to each character ethic. The most helpful perspective is to focus on the question ‘How do others view me?’

INSTRUCTIONS

ORIENT yourself to the Self-Assessment document:

- There is a 1...2...3...2...1 balance scale; the “3” represents the bulls-eye or an optimal/balanced expression of the character ethic. A “1” or a “2” (in either direction) indicates less of this balance.
- Each character ethic under the “3” column is labeled and simply defined.
- The words below the character ethic contain amplifying information.
- Below this is an abbreviated definition for the character ethic.
- The “1” and “2” columns running along each side of character ethic in the center contain word expressions that might describe us if we were NOT (more or less) consistently practicing this character ethic.

REFLECT & SELF-SCORE the Self-Assessment:

- Carefully read and consider one character ethic at a time. Consider the descriptions in the center AND THEN the border columns.
- On the scoring bar that runs below each character ethic, circle the corresponding number (and/or feel free to write in a “1.5” or 2.75” for instance) but **STRIVE TO BE CONSISTENT IN YOUR SCORING LOGICS AND SCORE WHERE YOU SENSE THOSE WHO YOU MOST TRUST, RESPECT AND CARE ABOUT, MIGHT SCORE YOU HONESTLY.**
- Remember, no one is perfect and at various times you will demonstrate different behavior levels of the ethic. You are looking to identify your general tendency, character habits or “characteristics”.
- If you are not painfully honest with yourself, the assessment will lose its value to you and to others.

TAKE ACTION towards improvement:

- After completing the self-assessment, select 2-3 of the character ethics in which you feel convicted to improve. Congratulations! You have just self-selected what is strong and what needs to be strengthened.
- Next, think about the “why” of your imbalance. Take your time, write your brief thoughts in a safe place.
- Now review the scores (and your “whys”) with the person you most trust and to whom you are willing to be accountable for positive change. If you are fortunate, this exchange will lead to more exchanges that will help you improve relational habits. (TIP #1: This accountability person is critical to your improvement.)
- TIP #2: Intentionally striving to become one person of high character consistently across your entire spectrum of relationships is a key predictor of high-character-pursuit future success.

PRINCIPLED AND GENUINE

1. SEEKING WISDOM: I seek something greater than intelligence (knowing what is); I seek wisdom, knowing what is right or true.

NEGATIVE TRAITS		POSITIVE TRAITS	NEGATIVE TRAITS	
self-righteous	opinionated	SEEKING WISDOM principled prudent contemplative humble	foolish	ignorant naïve
1	2	3	2	1

2. TRUSTWORTHINESS: I strive to be who I say I am and to stay true to my beliefs.

NEGATIVE TRAITS		POSITIVE TRAITS	NEGATIVE TRAITS	
hypocritical	shallow unfaithful	TRUSTWORTHINESS genuine reflective faithful single-minded promise-keeper	self-absorbed	non-committal promise breaker
1	2	3	2	1

VALUES OTHERS

5. RESPECT: I strive to treat others as they would want to be treated.

NEGATIVE TRAITS		POSITIVE TRAITS	NEGATIVE TRAITS	
haughty	discourteous impolite rude	RESPECT inclusive honoring engaging	devotee	idolizer blindly loyal
1	2	3	2	1

6. COMPASSION FOR OTHERS: I strive to extend unmerited kindness to others as an act of my will.

NEGATIVE TRAITS		POSITIVE TRAITS	NEGATIVE TRAITS	
cruel unkind	uncaring mean	COMPASSION kind gentle patient generous encouraging benevolent	gullible	over-sensitive fragile thoughtless
1	2	3	2	1

9. LEARNING & MENTORING: I strive to grow in wisdom and pass it on.

NEGATIVE TRAITS		POSITIVE TRAITS	NEGATIVE TRAITS	
tyrant	taskmaster moving against others	LEARNING/MENTORING curious creative teachable inspiration	abandoning	withdrawn moving away from others
1	2	3	2	1

10. SERVING-LEADERSHIP: I strive to set the sacrificial example for others to follow.

NEGATIVE TRAITS		POSITIVE TRAITS	NEGATIVE TRAITS	
controlling	vindictive belligerent dictatorial	SERVING-LEADERSHIP selfless optimistic sacrificial visionary	risk-avoiding	actionless negligent
1	2	3	2	1

13. COURAGE: I strive to consistently and persistently act on my strong convictions.

NEGATIVE TRAITS		POSITIVE TRAITS	NEGATIVE TRAITS	
reckless	selfish	COURAGE resilient tenacious unwavering bold persevering	weak-willed	cowardly fearful
1	2	3	2	1

14. ACCOUNTABILITY: I strive to self-scrutinize and seek the critique of others.

NEGATIVE TRAITS		POSITIVE TRAITS	NEGATIVE TRAITS	
secretive	unknowable self-isolator	ACCOUNTABILITY open disclosing up-front transparent	compulsive	overly-revealing
1	2	3	2	1

17. RESPONSIBILITY: I strive to fulfill my personal responsibilities as a good citizen.

NEGATIVE TRAITS		POSITIVE TRAITS	NEGATIVE TRAITS	
out-of-control	chaotic wild	RESPONSIBILITY self-governing self-controlled self-disciplined	careless	thoughtless unreliable
1	2	3	2	1

18. EXCELLENCE: I strive to be my very best as I do my very best every day.

NEGATIVE TRAITS		POSITIVE TRAITS	NEGATIVE TRAITS	
perfectionist	prideful obsessive	EXCELLENCE pure whole consistent focused determined	self-defeating	insecure undisciplined
1	2	3	2	1

3. INTEGRITY: I strive to do what I say I will do.

NEGATIVE TRAITS		POSITIVE TRAITS	NEGATIVE TRAITS	
rigid	inflexible	INTEGRITY reliable consistent predictable orderly	inconsistent	flakey fake
1	2	3	2	1

4. HONESTY: I strive to consistently speak the truth with compassion.

NEGATIVE TRAITS		POSITIVE TRAITS	NEGATIVE TRAITS	
blunt	harsh brutal crass	HONESTY truthful straightforward discrete discerning precise	deceptive	manipulative vague
1	2	3	2	1

7. FORGIVENESS: I strive to extend and receive from others, unmerited acceptance.

NEGATIVE TRAITS		POSITIVE TRAITS	NEGATIVE TRAITS	
impatient	hateful vengeful merciless	FORGIVENESS patient grateful merciful	condoning	lax enabling indulgent
1	2	3	2	1

8. UNITY: I strive to foster oneness among those to whom I am bound.

NEGATIVE TRAITS		POSITIVE TRAITS	NEGATIVE TRAITS	
divider	coercive contentious trouble-maker	UNITY mediator reconciler integrator bridge-builder collaborator	loner	entangled smothering
1	2	3	2	1

11. HONORING AUTHORITY: I strive to respect boundaries and yield to those given responsibility for others.

NEGATIVE TRAITS		POSITIVE TRAITS	NEGATIVE TRAITS	
rebellious	disobedient unruly	HONORING AUTHORITY dutiful civil law-abiding	intimidated	powerless unquestioning
1	2	3	2	1

SEEKS RESULTS

12. JUSTICE: I strive to uphold truth, expose error and correct wrongs.

NEGATIVE TRAITS		POSITIVE TRAITS	NEGATIVE TRAITS	
unfair	biased prejudiced	JUSTICE unfair biased prejudiced	vascillating	enabler avoider
1	2	3	2	1

15. STEWARDSHIP: I strive to add value to all that has been entrusted to me.

NEGATIVE TRAITS		POSITIVE TRAITS	NEGATIVE TRAITS	
reckless	squanderer prone to waste	STEWARDSHIP careful generous watchful ordered	lazy	slothful prone to hoard
1	2	3	2	1

16. SEEKING COUNSEL: I strive to overcome indecision and ignorance by securing wisdom from others.

NEGATIVE TRAITS		POSITIVE TRAITS	NEGATIVE TRAITS	
rash	uninformed	SEEKING COUNSEL thoughtful inquirer researcher listener	dependent	clinging
1	2	3	2	1

DISPLAYS GROWTH

19. MATURATION: I strive to accept change and seek personal improvement over time.

NEGATIVE TRAITS		POSITIVE TRAITS	NEGATIVE TRAITS	
negative	stagnant unyeilding	MATURATION positive growing self-starting	posing	feigning growth flip-flopping
1	2	3	2	1

20. TRANSFORMATION: I strive to demonstrate constantly improving positive high character.

NEGATIVE TRAITS		POSITIVE TRAITS	NEGATIVE TRAITS	
pursuing vices	corrupt	TRANSFORMATION pursuing virtue high character ethical conscientious	pursuing unmerited	validation broken
1	2	3	2	1

Team Character:

Building conversations to share & explore *UncommonSense*[®] with others.

1. Have everyone pre-read the *UncommonSense*[®] Framework and then have each person briefly share their reaction to defined character ethics.
2. Do you find any character ethics that really resonate? Which ones? Why?
3. Are there character ethics that are not included that you think are important? Can you define these?
4. Would you commend any edits, changes, or corrections?
5. **RISK to the Lead Team Member:** Would you be willing to have other staff members give you feedback to help you improve intentionally modeling these character ethics? Are you willing to risk doing the same for other staff members? If yes, using your *UncommonSense*[®] Self-Assessment, discretely share what you discovered about your own strengths and weaknesses.
6. Which of these character ethics do you see routinely promoted/practiced the most in your team/organization?
7. Which of these character ethics do you believe are routinely neglected/violated in your organization?
8. How do you think the organization and the staff would benefit if these character ethics were more intentionally/routinely practiced?
9. Should we work to see that these character ethics are common practice among all of our staff? If yes, what do you think *you* need to do and what do you think *we* need to do?
10. Would we ALL be willing to engage in a CONFIDENTIAL Self-Assessment?
(See if you can set the date and move forward into the next critical conversation.)



The Center for
**Character
Ethics**[®]