



Victory Assessment

Contact Information:

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Vision

1 What is your personal vision statement for your work?

2 What is your team's vision at work?

3 How do you reinforce your vision statement(s) on a regular basis?

4 If you do not have clearly defined written vision statements, then take some time and write them below.

Personal Vision Statement for Work:

Team Vision Statement at Work:

5 • Is what you wrote inspiring and compelling to you? **Yes** or **No** (circle one)

• Is what you wrote inspiring and compelling to others? **Yes** or **No** (circle one)

• Is what you wrote something that you find yourself thinking about all the time? **Yes** or **No** (circle one)

• What are the specific reasons that support you writing that particular vision statement?

Initiative

- 1 Do you as an individual consistently take action without procrastinating? **Yes** or **No** *(circle one)*
- 2 Is your team recognized as a proactive group that consistently takes action without having to be told or checked on? **Yes** or **No** *(circle one)*
- 3 Are the actions that you take as an individual consistently in line with your vision? Or do you find yourself getting derailed and off track often times? **Yes** or **No** *(circle one)*
- 4 Explain in detail what taking initiative looks like for you on a daily basis?

Character

- 1 Are you considered a highly trustworthy and reliable person by those around you? **Yes** or **No** *(circle one)*
- 2 Is your team considered to be highly trustworthy and reliable by others? **Yes** or **No** *(circle one)*
- 3 Are you considered easily approachable by others to share whatever is on their mind? **Yes** or **No** *(circle one)*
- 4 Do you or your team get defensive and/or blame others when things don't go well? Explain.

- 5 Do you consider yourself someone who regularly takes the "hard road" over the "easy road" on a daily basis? **Yes** or **No** *(circle one)*
- 6 Explain what taking the "hard road" looks like in your life on a regular basis.

Character (continued)

7 What hard decision needs to be made by you and your team that has not been made yet?

You:

Your Team:

Time Management

1 What are the 5 most important things to you in life?

- _____
- _____
- _____
- _____
- _____

2 Next to each item you listed above, what letter grade would you give yourself if you were to grade it today? (*write the grade letter next to each item*)

3 Which items in your personal life are not an "A"? What is it going to take to move from the letter grade you gave it to the next better grade? Explain.

Time Management (continued)

- 4** What are the most important things that need to be focused on at work currently?
List them and give each a letter grade.

- _____
- _____
- _____
- _____
- _____

- 5** Explain what needs to be done to improve each letter grade for the most important items at work.
Be as specific and realistic as possible.

- 6** What things can easily take up your time that distract you from focusing on the most important things?
What can you do about it to make sure they don't continue to have the same type of negative effect on you
or your team?

Optimism

- 1** Do people consider you a naturally enthusiastic and positive person? **Yes or No** *(circle one)*

- 2** In what ways have you shown resilience in your life? Explain.

Optimism (continued)

3 Is there anything personally you still haven't been able to bounce back from or overcome? Explain.

4 Is your team considered optimistic and enthusiastic at work? If not, explain.

5 How much do you complain about things? (**All the time; A lot of the time; Sometimes; Not often**) *(circle one)*

Relational Skills

1 Do you try to connect with people as much as possible at work? **Yes or No** *(circle one)*

2 How much conflict do you experience at work? (**Often; Sometimes; Rarely**) *(circle one)*

3 How do you regularly show people that you are "for them"? Explain.

4 How could you improve your relational skills with people if you wanted to? What value would this bring to you?

Relational Skills (continued)

- 5** Is the team you work with considered easy to work with by other groups? How could you improve as a team in you wanted to?

- 6** Would you say most people who work with you look forward to working with you? Also, do other teams look forward to working with your team? Explain.

Yearning

- 1** What drives your passion as an individual?

- 2** What drives your team's passion at work? If your team is not passionate about their work, explain why that is.

- 3** What are your personal core values that you would say you are passionate about?

Yearning (continued)

- 4** How do your core values impact your passion at work? If they don't then explain how you could integrate your core values into what you do.

- 5** Would you say you and/or your team have a "fire in your belly" for something? Explain.

Summary

Having answered all of the above questions, how would you grade yourself or your team on each trait of the Victory Model? *(Write a letter grade next to each trait below.)*

Vision: _____; *(Remember, it needs to be inspiring, memorable and specific)*

Initiative: _____; *(Are you and/or your team biased towards taking action?)*

Character: _____; *(Are you/your team trustworthy? Do you take the hard road?)*

Time Management: _____; *(How effective are you at the most important things?)*

Optimism: _____; *(Do others see you as enthusiastic and positive?)*

Relational Skills: _____; *(Do you build relationships and connections easily?)*

Yearning: _____; *(Do you have core values/vision that puts fire in your belly?)*

Anything less than an "A" needs to be evaluated in terms of how to keep improving it. The success of any individual or team or company will require each of these traits to be practiced consistently over time.