



Personal Growth

Self-Assessment Tool

as referenced in *The Dream Cycle* by Steve Moore

Assess your needs for personal growth
in five important categories:

- ▣ Spirituality
- ▣ Identity
- ▣ Responsibility
- ▣ Destiny
- ▣ Legacy

Increased self-awareness fuels effective self-leadership



GETTING STARTED

The term assessment sounds technical, and some aspects of a growth assessment are. But there is an underlying, internal aspect to self-assessment that is far more valuable than any resource you could purchase. Effective self-assessment hinges on *self-awareness*. You cannot assess what you do not see. Before you can effectively assess yourself, you must cultivate a high level of self awareness.

The first level of self awareness is being honest about yourself *with yourself*. The second is being honest about yourself *with others*. Both levels are essential, and they are sequential. You cannot move to the second if you have skipped the first. The hallmark of self-awareness is a deep understanding of your emotions, strengths, limitations, values, and motives. This requires a high-octane mixture of honesty and humility. A watered down view of reality simply will not do. The cultivation of self-awareness requires self-confidence and personal security reinforced by a grace-awakened, high-trust environment.

(Excerpted from page 104, of The Dream Cycle, by Steve Moore.)

FIVE ASSESSMENT CATEGORIES

This tool is intended to help you cultivate greater self-awareness in five categories, which in turn will help you analyze the most strategic areas for personal growth in your current growth cycle. The five areas are:

- **Spirituality:** your character, values and moral center
- **Identity:** your personality, talents, skills, giftedness, passions and dreams
- **Responsibility:** your life domains including personal, family, vocational and community involvement
- **Destiny:** your unique purpose as defined by your life mission
- **Legacy:** what you will leave behind and how you will be remembered

FINAL INSTRUCTIONS

Don't rush through this process. Some people find it helpful to work on one category per day from Monday through Friday and then spend a weekend reflecting on their answers. Others expand this process over the range of an entire month. Whatever you decide, take your time; the *process* will affect the *results*.

Reflect on and answer the questions listed in each of the five assessment categories.¹ You may consider using a numeric scale (1-10) or simply jot down comments for each question. For each category, highlight the top three areas in which you sense the greatest need for attention in this growth cycle.



CATEGORY I: SPIRITUALITY

A vibrant and growing relationship with God is the foundation for effectiveness in all of life. More than talents, gifts, or training, the powerful presence of God in the life of a leader is the essential ingredient for realizing dreams and creating a lasting legacy.

Inner Life. Is my inner life centered on God, and am I fully surrendered to His leadership? Are there areas of my life where I am pursuing an agenda that I know is not honoring to God or in accordance with His plan for me?

Private Life. Do I have a growing, experiential relationship with God and a clear understanding of which activities stimulate this relationship? What devotional habits or components of a spiritual training program are most helpful to me in cultivating intimacy with God? How consistently do I practice these spiritual growth habits?

Public Life. Does my daily life bear witness to the inner relationship I have with God, showing a consistent pattern in my lifestyle? Is there a credibility gap between my private and public life?

Relational Life. Do I have a growing network of meaningful relationships, especially with those who share my faith? How consistently am I experiencing the power of body life by giving or receiving prayer, confession, exhortation, and encouragement?

Spiritual Sensitivity. Do I recognize and respond to the promptings of God's Spirit, which heighten my sense of His presence and release His power in me? Is it natural and reflexive for me to engage in worship both privately and corporately?

Ministry Fruitfulness. Is my life fruitful in that my character is developing and I am using my giftedness in serving others? Am I involved in both formal (connected to an organization) and informal (self-directed) service to others that is both effective and fulfilling?



CATEGORY 2: IDENTITY

Identity may be the most comprehensive category for personal assessment. Most of your capacity issues will flow from the six components of your Identity Profile.

Personality. What is my natural personality bent and how well do I understand it? How readily do I use the understanding of my personality to frame how I make decisions or interact with other people? *(Note: It is difficult to assess this area without the help of a specialized assessment tool.)*

Passions. How do I naturally respond to challenges and opportunities? What interests or issues am I self-motivated to learn more about, participate in, recruit others for, or pay a price to pursue? What experiences in my past have captured my attention, stirred my emotions, and roused me to action? In what situations have I felt most attentive, engaged, and alive?

Talents. In what areas have I been naturally gifted? What have I learned to do naturally and rapidly? Which of these talents have not been developed to their appropriate capacity? How could I turn these talents into strengths by adding knowledge, skill, and experience? *(Note: The Gallup StrengthsFinder process is an excellent tool for assessing natural talents. More information is available at <http://www.strengthsfinder.com>.)*

Skills. In what skills have I (or do I want to) become proficient? Which of these should I develop now? What general interests have I failed to pursue that could open new skill sets for me?



PERSONAL GROWTH ASSESSMENT TOOL

Spiritual Gifts. How has God divinely enabled me to serve others? Which of these gifts should I proactively develop in this growth cycle? (*Note: The use of a spiritual gifts assessment tool can be valuable in this process. Talk to your pastor for help in locating a tool.*)

Dreams. Complete or answer the following sentences.

- When I think about _____, I quickly see the difference between what is and what I believe should be; and I feel compelled to do this about it: _____.

- When I listen to the inner longings God has placed in my heart or the hurts in the lives of people around me, I feel compelled to _____ .

- When I think about developing talents, skills and gifts to their full potential, I imagine myself doing _____ .

- The picture I have of destiny fulfillment is connected to me being/doing/going _____ .



CATEGORY 3: RESPONSIBILITY

Review each of the subcategories of responsibility as depicted in the five life domains. Keep in mind that these are not rigidly defined and there is overlap between them. Answer the questions listed below for each life domain.² Reflect on your answers and identify the role(s) you feel need proactive attention in this growth cycle.

- What is good, right, or effective that I should optimize?
- Is there something wrong, misplaced, or out of balance that I should change?
- Is there something confusing or frustrating that I should resolve or clarify?
- Is there something absent that I should add?

I my health, emotions, intellect, and general well being.

Family Life: my immediate and extended family, including my parents, spouse, children, and other close family relationships.

Vocational Life: my career or work, including student or training activities that will prepare me for future employment.

Faith Life: my involvement in the broader faith community, including church and other faith-based organizations.

Community Life: my involvement in or connection to the neighborhood, city, or other defined community to which I belong.



CATEGORY 4: DESTINY

The highest expression of destiny awareness is a personal mission statement. After working through the list of questions below, ask yourself where destiny processing or life planning belong in your current growth cycle.

Mission Statement. Write from memory the working draft of your personal mission statement, which describes the essence of your destiny as you currently understand it.

(Note: If you do not have a personal mission statement, or if you cannot write it from memory, you should consider including life planning in your current growth cycle.)

Mission Assessment. Assess the mission statement written above, using the following questions.

- Is it clear enough to explain why I exist?
- Is it simple enough to be understood by others with minimal clarification?
- Is it broad enough to include my whole life, not just my job?
- Is it noble enough to inspire commitment and sacrifice?

Progress Assessment. Assess your progress toward your life mission with the following questions.

- How does my primary vocational and Kingdom role enable me to focus on this life mission?
- To what extent am I leveraging my passions and giftedness to focus on my mission?
- What was the most significant activity during the last growth cycle that enabled me to move toward mission fulfillment?
- What triggered my involvement in this activity?
- What measurable progress did I make toward destiny fulfillment in the past growth cycle?



CATEGORY 5: LEGACY

Realizing your God-inspired dreams will have a powerful affect on how you are remembered - your personal legacy. The best way to create a positive legacy is to begin with the end in mind, envisioning the ultimate contributions that might result from a lifetime of faithfulness to your God-inspired dreams.

Use the following list of ultimate contribution³ categories to stimulate your thinking. But be open to other categories that come to your mind. Based on your life-dreams, try to identify the top three ultimate contributions that might shape your legacy.

Model Life: a life that inspires others toward commitment and exemplifies depth of character and consistency over the long haul.

Personal Activity: a profound impact on many individuals resulting from your investment in their lives or active service of others.

Public Activity: a profound impact on larger groups of people resulting from your service as a public speaker, teacher, or trainer.

Creative Activity: a consistent pattern of breakthrough concepts or new ideas that helped move people or organizations to a new level of productivity.

Pioneering Activity: a track record of initiating new structures, giving oversight to them, and, at times, training or identifying others who can take over leadership for you.

Mobilizing Activity: a repeated ability to motivate people to get involved in a cause, connect them with others, and advance the cause through increased awareness or results.

Artistic Activity: a consistent bent toward including art, music, poetry, or other artistic elements, in a way that touches the hearts of others.

Stabilizing Activity: a pattern of coming alongside weak or struggling groups (regardless of their size) in order to help them heal, recover, and return to solid ground.

If you have already identified your ultimate contribution categories, assess your progress by asking the following questions.

- What have I done (weekly, monthly, quarterly, annually) that has directly contributed to the realization of each ultimate contribution or legacy category?
- What should I begin to do or seek to do more effectively to enable me to leave this kind of legacy?



GETTING OUTSIDE ASSESSMENT

If you are serious about cultivating self-awareness in order to grow on purpose, you will recognize the need to gain 360-degree feedback in the form of an outside assessment. Identify a few trusted members of your relational network to help you see through the blind spots and close your awareness gap. The key word here is trusted. You need more than a cadre of yes-men or yes-women to cut through self-awareness fog. Use wisdom and good judgment when making your list. It is helpful to solicit feedback from people in several life domains, such as family, vocation and community.

You will want to refine your own questions, but here are a few others have found helpful:

- What aspect of my capacity should I be developing now in order to position me to realize my life dreams?
- Have you observed any blind spots in my life that keep me from seeing areas in which I need to grow? If so, what do I need to know in order to close this awareness gap?
- What personal growth goals do you think I should focus on if I am to play to my strengths?
- What character weaknesses should I address to ensure a strong foundation for my personal legacy?
- Do you see anything that suggests my life is out of balance or in need of renewed focus?
- Is there anything else you want to share that will help me identify goals for my upcoming growth cycle? (*Excerpted from page 108, of The Dream Cycle, by Steve Moore.*)



PERSONAL GROWTH SHEET - SAMPLE

1. Growth Area: A specific area for improvement based on the assessment process.

Identity/Acquired Skills/Change Management

2. Growth Goal: A specific description of the end result I am striving for in the form of an affirmation statement.

“I am becoming an expert in change management with the ability to anticipate unintended consequences and communicate effectively with the affected people to maximize positive results for the group.”

3. Growth Activities: The specific combination of growth assets (people, resources and experiences) that will facilitate growth in this area.

“I will study Kurt Lewin’s Force Field Analysis model of change dynamics, documenting the restraining and driving forces of the situation before taking action. I will pursue a historical mentoring relationship with Winston Churchill and identify change-management lessons, especially as they relate to communication. I will interview two leaders in my network (Bill and Frank) to learn from their experience in recent major change initiatives.”

4. Growth Partners: The specific people and accountability formats that I plan to use to keep me focused on this growth goal.

“I will utilize the one-to-one accountability format as follows: I will ask Bob, my supervisor at work, to email me by June 30th to ask about the selection of my Churchill resources. I will ask Bob to contact me in the last 30 days of my growth cycle to schedule a lunch meeting in which I will give him a written report of the change-management lessons I’ve learned from Churchill based on the following questions:

Which Churchill resources were most helpful to you in this process and why?
What was Churchill’s most significant change-management experience? How did he handle it, and what did you learn from him?
Looking back over change-management situations you’ve experienced, which of them would have benefited most from Churchill’s example? How might it have turned out differently?

“I will ask my colleague Dave to hold me accountable for interviewing Bill and Frank by September 30th. Dave will include in his email:

Did you interview both Bill and Frank?
What is the most important principle about change management you learned from them?
How can you apply what you have learned to a current change situation?

“I will keep a personal-growth change-management folder in which I will keep information about Lewin’s model and my notes regarding driving and restraining forces for each major change situation. I will have Dave ask to review my folder randomly (at least three times during this growth cycle) to ensure that I’m following through.”

5. Growth Appraisal: The time frame and evaluation process I will use to measure progress toward mastery in this area.

I expect this growth goal to extend over the entire year of my growth cycle. I will evaluate my progress against the follow-through of my action plan along with a careful review of my affirmation statement in connection with real change situations I encounter this year. I will show my affirmation statement to people in my group who have been affected by changes I have led and solicit their feedback.



PERSONAL GROWTH SHEET - SAMPLE

Name: _____ Growth Cycle: _____

1. Growth Area: A specific area for improvement based on the assessment process.

2. Growth Goal: A specific description of the end result I am striving for in the form of an affirmation statement.

3. Growth Activities: The specific combination of growth assets (people, resources and experiences) that will facilitate growth in this area.

4. Growth Partners: The specific people and accountability formats that I plan to use to keep me focused on this growth goal.

5. Growth Appraisal: The time frame and evaluation process I will use to measure progress toward mastery in this area.

Need A Personal Growth Coach

- High level business and non-profit leaders work with a coach to cultivate the final percentage of their giftedness and develop a winning edge. From Tiger Woods to Venus Williams, the greatest athletes in the world benefit by choice from the input of a coach. You can too.

Turbo-charge Your Next Steps

- If you have purchased *The Dream Cycle* or attended a *Growing Toward Your Dream Workshop*, take your personal growth journey to the next level by enlisting the help of a Keep Growing Coach. In as few as three one-hour sessions, one of our coaches can help you identify your growth cycle, refine your assessment, clarify your action plan and get on the fast track to personal development. Use our convenient online scheduler at www.KeepGrowingInc.com/coaching.

How might you benefit from a Keep Growing Coach?

- **Higher-level accountability** - your coach will encourage and support your follow through
- **Objective feedback** - gain valuable perspective on where you need to grow and how much is realistic
- **Professional expertise** - some aspects of your growth journey will take you beyond your own expertise in identifying growth assets and creating an action plan
- **Accelerated learning** - flatten the learning curve and get up to speed in a hurry
- **Holistic approach** - we'll help you see the interconnectedness of life and bring alignment to your journey
- **Tele-coaching format** - forget the travel time and pick up the phone!

Here's what a few of our clients have to say about working with a Keep growing Coach:

"As a result of my coaching sessions I felt like I just got a great gust of wind to my personal development sail. I highly recommend this to anyone serious about personal growth."

*Dennis Brockman, Human Resource Director of Staff Care,
Campus Ministry : Campus Crusade for Christ*

"My coaching sessions were very helpful, exceeding my expectations. My coach worked with me to maximize the value-added in spite of my busy schedule...an excellent experience!"

Buz Mayo, TeamBuilders

"The guidance my coach provided was invaluable! This greatly accelerated my personal development journey."

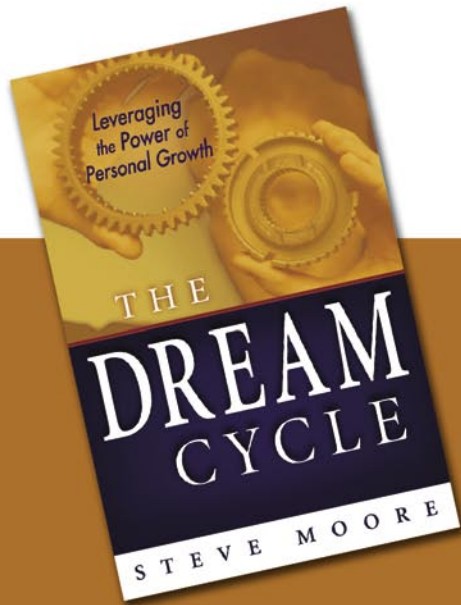
Debbie Zettner, Financial Advisor

"I have been a student and practitioner of personal growth planning for years. But I found working with a Keep Growing coach refined my approach, gave me increased focus and took me to a whole new level!"

Chris Williams, Lead Pastor, Summit Church

"My time with a Keep Growing coach was very helpful, providing me with the insights of a seasoned professional who could skillfully assist in the evaluation of key areas of my business and personal life that could be strengthened to help me achieve the growth goals I have set for myself."

Doug Blankenship, Financial Advisor



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Today!**

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www.KeepGrowingInc.com

What other leaders are saying about The Dream Cycle:

“Steve provides a map to turn dreams into reality. Many folks never get beyond dreaming - Steve builds the bridge between dreaming and action. The Dream Cycle will help turn empty talkers into doers.” Steve Marr, Author of Business Proverbs

The Dream Cycle is a terrific read for any person wanting to experience growth and renewal. I plan to share the book with my staff and circle of friends. Steve Moore has hit a homerun with this book!” Stan Toler, Speaker and Bestselling Author, Oklahoma City, Oklahoma

“The Dream Cycle is perhaps the most practical, easily achievable plan that I know of for moving from ‘what is’ to ‘what should be.’ If you’re serious about being an agent of change, get The Dream Cycle and apply it to your life and your organization.” Hans Finzel, President, CBIInternational, author of Empowered Leaders



751 Rosa Drive
Lawrenceville, GA 30044

www.KeepGrowingInc.com

- The vision of Keep Growing is to see leaders, and the organizations they lead, realize their potential and maximize their effectiveness.
- Our mission is to train, resource and coach leaders to leverage personal development for organizational effectiveness that adds value to others.
- Using a guided discovery learning methodology, Keep Growing provides workshops, coaching and consulting services to leaders in the corporate and non-profit sector.
- You can learn more about Keep Growing by visiting our website at www.KeepGrowingInc.com, or by calling 303-488-3326.