

The 4 Cores of Credibility How Credible Are You?

Instructions: As you read each set of statements in each part of the questionnaire, circle the number that best describes where you feel you are on the continuum: 1 means you identify with the statement on the left; 5 means you feel best described by the statement on the right. 2, 3, or 4 indicate various positions in between.

PART ONE		
I sometimes justify telling "white lies", misrepresent people or situations, or "spin" the truth to get the results I want.	<u>1</u> 2 3 4 5	At every level, I am thoroughly honest in my interactions with others.
At times, there's a mismatch between what I think and what I say, or between my actions and my values.	<u>1</u> 2 3 4 5	What I say and do is what I really think and feel; I consistently "walk" my "talk".
I am not fully clear on my values. It's difficult for me to stand up for something when others disagree.	<u>1</u> 2 3 4 5	I am clear on my values and courageous in standing up for them.
It's hard for me to acknowledge that someone else may be right, or that there is additional information out there that may cause me to change my mind.	<u>1</u> 2 3 4 5	I am genuinely open to the possibility of learning new ideas that may cause me to rethink issues or even redefine values.
I have a difficult time setting and achieving personal goals or commitments.	<u>1</u> 2 3 4 5	I am able to consistently make and keep commitments to myself and to others.

TOTAL PART ONE SCORE _____ (Possible 25)

PART TWO

I don't really care that much about people, except those closest to me. It's hard for me to think about concerns outside of my own challenges in life.

1 2 3 4 5

I genuinely care about other people and am deeply concerned about the well-being of others.

I don't think a lot about *why* I do what I do. I've rarely (if ever) tried to do deep interior work to improve my motives.

1 2 3 4 5

I am consciously aware of my motives and I refine them to make sure that I'm doing the right things for the right reasons.

In my dealings with others, I usually focus on getting what I want.

1 2 3 4 5

I actively seek solutions that provide a "win" for everyone involved.

Based on my behavior, most people wouldn't necessarily think I had their best interests in mind.

1 2 3 4 5

Other people can clearly tell by the things I do that I really do have their best interests in mind.

Deep down, I believe that if someone else got something (resources, opportunities, credit), that means I don't.

1 2 3 4 5

I sincerely believe that there is more than enough of everything to go around.

TOTAL PART TWO SCORE _____ (Possible 25)

PART THREE

I feel like I am not really utilizing my talents in my current job.

1 2 3 4 5

There is a high match between my talents and my opportunities in the work I'm doing.

I have not gained the knowledge of fully developed the skills I need to really be effective at work.

1 2 3 4 5

I have acquired the knowledge and mastered the skills required for my job.

I seldom take time to improve my knowledge and skills at work or in any other area in my life.

1 2 3 4 5

I relentlessly upgrade and increase my knowledge and skills in all the important areas of my life.

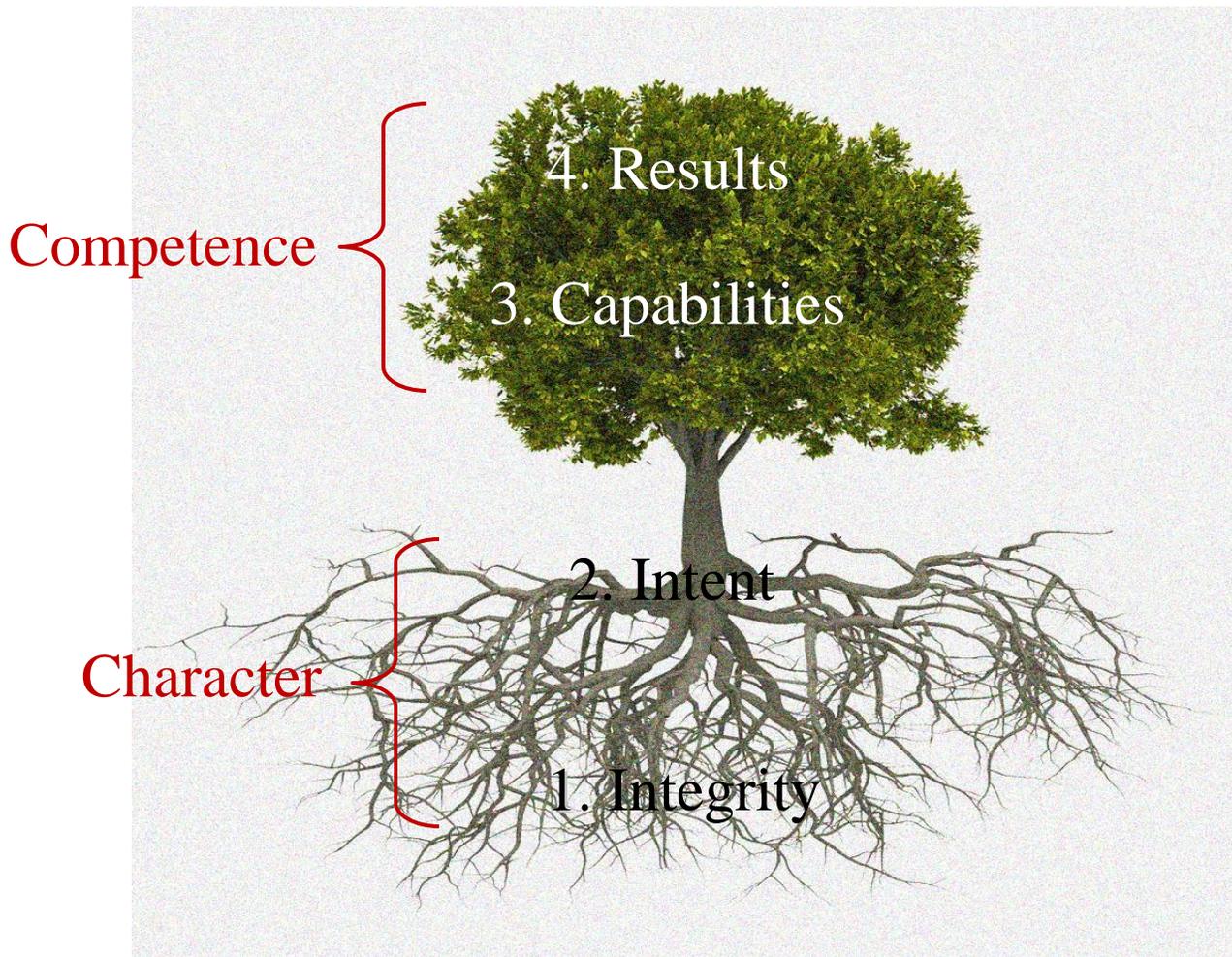
I am not really sure what my strengths are; I'm more focused on trying to improve my areas of weakness.	<u>1</u> 2 3 4 5	I've identified my strengths, and my greatest focus is on using them effectively.
At this point, I really don't know much about how to build trust.	<u>1</u> 2 3 4 5	I know how to effectively establish, grow, extend, and restore trust, and I consciously work to make it happen.

TOTAL PART THREE SCORE _____ (Possible 25)

PART FOUR		
I don't have a very good track record. My résumé certainly won't knock anyone's socks off.	<u>1</u> 2 3 4 5	My track record clearly gives others the confidence that I will achieve desired results.
I focus my efforts on doing what I've been told to do.	<u>1</u> 2 3 4 5	I focus my efforts on delivering results, not activities.
When it comes to communicating my track record, either I don't say anything (I don't want to come across as bragging), or I say too much and turn people off.	<u>1</u> 2 3 4 5	I appropriately communicate my track record to others in a way that inspires confidence.
I often fail to finish what I start.	<u>1</u> 2 3 4 5	With rare exception, if I start something, I finish it.
I don't worry as much about <i>how</i> I get the results – just that I get them.	<u>1</u> 2 3 4 5	I consistently get results in a way that inspires others.

TOTAL PART FOUR SCORE _____ (Possible 25)

TOTAL QUESTIONNAIRE SCORE _____ (Possible 100)



Part	Core	Score
1	Integrity	
2	Intent	
3	Capabilities	
4	Results	
TOTAL		