

Target Assessment

An Excellent Target:

- ___ 1. Seeks to gain clarity about goals of change.
- ___ 2. Raises priority conflict when boss or change agents are asking him to do things outside of understood priorities.
- ___ 3. Seeks clarity about distinction between decision-making influence and authority by asking the question: "Who decides?"
- ___ 4. Seeks decision-making authority, when appropriate, for quick movement without waiting.
- ___ 5. Asks for what she wants in order to be successful.
- ___ 6. Identifies and communicates issues and concerns in a non-blaming way.
- ___ 7. Offers to manage tasks appropriate for his current role.
- ___ 8. Aids in learning by letting others know when he has changed or corrected another person's work, rather than covering up the problem by doing the others task without telling them. Thus, the original person can self-correct.
- ___ 9. Talks directly to, rather than about, others when tension arrives.
- ___ 10. Contributes ideas.

Rate each of the above questions on a scale of 1-10, 10 being high and 1 being low.
