

Relational Mindful Leadership Assessments

Unconditional Respect

1. When something goes wrong, I do not think about who is to blame.

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	5 - Totally
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2. When I feel uncomfortable emotions related to work events, I explain my emotions to the appropriate people in kind and respectful ways.

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	5 - Totally
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3. If I make a request and the other person says “no”, I kindly accept their decision.

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	5 - Totally
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4. I treat everybody in the organization equally, regardless of their position on the organizational chart.

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	5 - Totally
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5. I address conflicts directly, openly, and respectfully.

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	5 - Totally
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6. I believe everybody is doing the best they can with what they have and what they know.

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	6 - Totally
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7. I do not speak disrespectfully or unkindly about others when they are not present.

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	5 - Totally
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8. If I am upset about somebody’s behavior, I speak with them first before I speak with anybody else about it.

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	5 - Totally
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9. I do not interrupt others when they are speaking.

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	5 - Totally
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10. I purposefully choose the most appropriate method of communication according to the needs of the people involved and the nature of the content (complexity, emotionality, urgency).

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	5 - Totally
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11. When I need to do something different that will affect other employees, I collaborate with them first.

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	5 - Totally
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12. When others speak, I suspend analysis or judgment until they are finished.

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	5 - Totally
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13. When others speak, I listen instead of thinking about what I want to say or how I might respond.

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	5 - Totally
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14. I am thoughtful about how much I speak in any situation, given the number of people and time frame.

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	5 - Totally
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Relational Boundaries

1. If I am being asked or am expected to do something that conflicts with my principles, I explain the conflict and start a conversation about alternatives.

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	5 - Totally
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2. If somebody's request or expectation would be overly disruptive to my work priorities, I explain the conflict and start a conversation about alternatives.

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	5 - Totally
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3. If I can't meet somebody's request or expectation without compromising my physical, emotional, or mental health, I explain the conflict and start a conversation about alternatives.

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	5 - Totally
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Empowering Practices

1. If it does not break client confidentiality, I openly share my knowledge with others when asked.

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	5 - Totally
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2. If I am able, I openly share my resources with others when asked.

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	5 - Totally
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3. If they need it, I teach people how to do tasks instead of doing tasks for them, even if it takes more time.

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	5 - Totally
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4. I let others determine the best way to do the tasks and projects associated with their job.

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	5 - Totally
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5. I leave enough space and time for others to fully participate in tasks or projects, even if I feel like I could do it better or faster.

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	5 - Totally
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6. I am comfortable saying “I don’t know” if I honestly don’t know.

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	5 - Totally
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7. If somebody else is experiencing an uncomfortable emotion, I allow them to experience that emotion without taking it on or trying to fix it.

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	5 - Totally
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8. I allow others to manage their own emotions and self-care.

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	5 - Totally
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9. I differentiate between decisions that are mine to make, and decisions that are somebody else’s responsibility.

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	5 - Totally
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10. I clearly and kindly explain to others the reasoning and emotional processes behind my decisions and behavior.

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	5 - Totally
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11. I give honest and kind feedback to others about their work.

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	5 - Totally
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12. I tell the people I work with how much I appreciate them and their work.

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	5 - Totally
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13. I see conflict with others as a growth opportunity.

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	5 - Totally
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