

## Which items describe your role at work?

Reporting	Team-building
Observing and monitoring	Taking responsibility
Budgeting	Having a clear vision
Measuring performance	Having courage
Applying rules and policies	Consulting with team
Discipline	Giving responsibility to others
Facilitating meetings	Determining direction
Interviewing	Explaining decisions
Recruiting	Making tough decisions
Counseling	Defining goals and objectives
Planning	Being honest with people
Problem-solving	Supporting others
Evaluating programs	Keeping promises
Training others	Collaborating with others
Negotiating	Sharing a vision with team members
Developing programs	Inspiring and motivating others
Doing things right	Doing the right thing
Using systems	Gaining buy-in
Communicating instructions	Developing successors
Appraising others	Giving trust to receive trust
Getting people to do things	Resolving conflict
Formal team briefing	Allowing others to make mistakes
Responding to e-mails	Empowering others
Scheduling	Nurturing and growing people
Delegating	Giving praise
Trending	Giving constructive feedback
Organizing resources	Accepting criticism and suggestions
Implementing programs	Listening