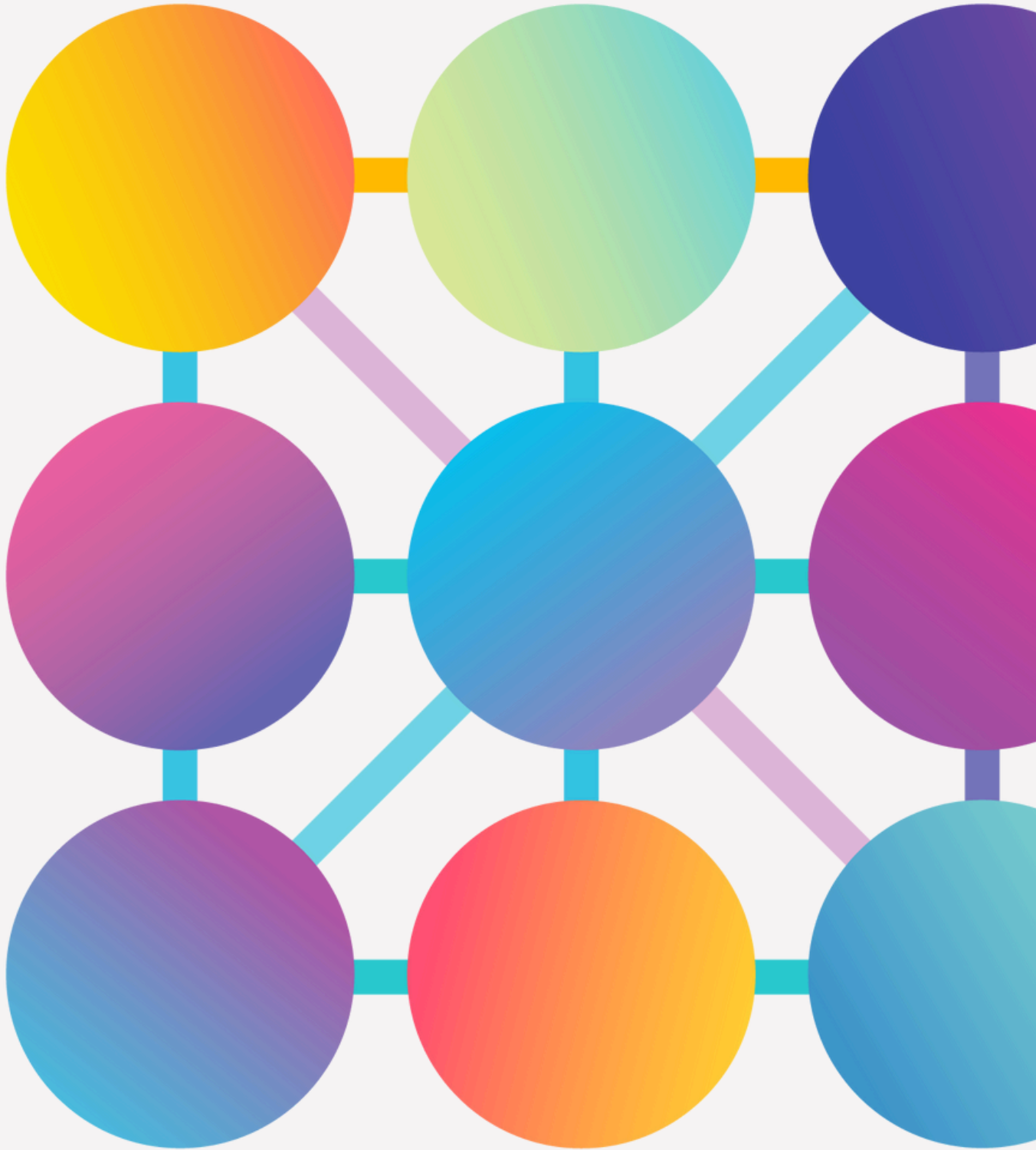




**CREATE  
MATTERING**



# **MATTERING ASSESSMENT**



## CREATE MATTERING

### MATTERING SELF-ASSESSMENT FOR LEADERS

Considering your current leadership approach, score the following statements using the below scale based on the frequency you do the described behavior (1-5). Be honest.

**1 - Never 2 - Rarely 3 - Sometimes 4 - Frequently 5 - Always**

1. \_\_\_\_\_ I ask about and remember the details of others' lives, such as their full names, family and friends, values, interests, and personal goals and aspirations.
2. \_\_\_\_\_ I remember and check on others' personal and work details during routine conversations.
3. \_\_\_\_\_ I ask others for their opinion, share that I value their voice, and follow up to ensure they feel heard.
4. \_\_\_\_\_ I notice others' moods, and when I sense someone is struggling, I seek understanding and offer action to help.
5. \_\_\_\_\_ I check in on people's energy levels.
6. \_\_\_\_\_ I name others' unique gifts, such as strengths, purpose, perspective, and wisdom.
7. \_\_\_\_\_ I show people how they and their work impact others.
8. \_\_\_\_\_ When I give tasks, I first show people the difference it makes.
9. \_\_\_\_\_ I go out of my way to provide opportunities for others to use and develop their gifts.
10. \_\_\_\_\_ I express verbal gratitude to others.
11. \_\_\_\_\_ I tell others how I rely on them.
12. \_\_\_\_\_ When someone isn't present, I'll tell them I missed them.
13. \_\_\_\_\_ I remind people how I and the organization need them and their work.
14. \_\_\_\_\_ I ask others for help.
15. \_\_\_\_\_ I tell others it's better when they're around.



## CREATE MATTERING

### SELF-ASSESSMENT SCORING

After filling out the self-assessment, tally up your score based on the following statements.

Add up your score for items 1-5; this is your total for the mattering component of **Noticing**.

\_\_\_\_\_ (total) / 25

Add up your score for items 6-10; this is your total score for the mattering component of **Affirming**.

\_\_\_\_\_ (total) / 25

Add up your score for items 11-15; this is your total score for the mattering component of **Needing**.

\_\_\_\_\_ (total) / 25

**TOTAL SCORE:** \_\_\_\_\_ / 75

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### REFLECT | ASSESSMENT

What dimension of creating mattering did you score the lowest in?  
What is one deliberate practice you can implement?

What dimension of creating mattering did you score highest in?  
What is one deliberate practice you will continue doing?