

ASYLUM ASSESSMENT

Chief Optimization Officer: Shattering the Status Quo

available at 

Instructions

Work through each question reflecting on where you are overall with the group you are interacting with and how they would perceive how you are creating asylum. This could be your direct team, the executive team, a project team you lead or how people see you in general.

Optimization Tips:

- Be honest in answering the questions.
- Use the ratings in multiple ways such as your rating, how you think others may rate you, have others rate you, etc.
- Discuss your Asylum Level with others to get more perspective

Rating Questions

Respond to each of the statements using the scale below. Look at each statement honestly and remember it is about your actual performance as a leader (of a team, project, organization, etc), not you're your intended performance. Place an "X" in box that best represents the statement overall.

Statement	Rarely	Occasionally	Sometimes	Frequently	Most of the Time
I listen to others perspectives and opinions before I offer mine					
I don't get defensive if I get constructive feedback					
I provide appropriate & constructive feedback to others					
In meetings, others talk more than I do					
People continue talking when I walk in the room					
I share my perspectives in a constructive way so people can understand them					
I encourage others to speak their truth, even if it is something I don't want to hear					
People appear to share openly when they talk with me					
Add up the # of X's and multiply by the number in the box	_____ x 1	_____ x 2	_____ x 3	_____ x 4	_____ x 5
Answer to the multiplication					
Add up your multiplication results and record your Asylum number					

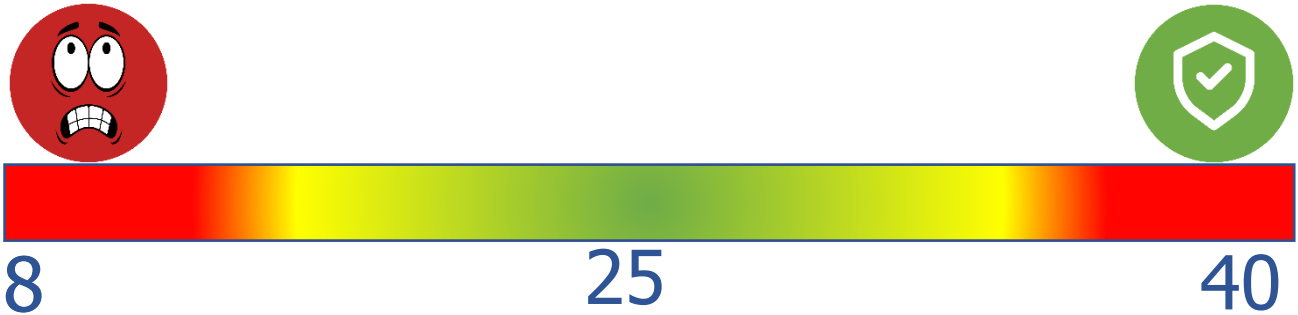
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Results

Your Asylum number provides perspective on how well you create a safe environment. You can repeat this assessment for each group you interact with. Based on your Asylum number you can take action to increase your overall number.



Where do you fall?

The higher your number, the more safety you are creating with the group or individuals you are interacting with. If you are not at least a 25, there is risk that you are not getting as accurate of a perspective from that group that you may need.

Focus on what you can do not to improve your number to increase you Asylum number.