

# VAMPIRE ASSESSMENT

Chief Optimization Officer: Shattering the Status Quo

available at 

## Instructions

Work through each section and rate yourself based on the question and rating scale for that assessment. Follow the summary at the end to determine the level of “Vampireness” you have. This assessment is adapted from the Employee Value Equation by Cy Wakeman and focused on the amount of value you suck from the organization 😏.

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 Vampireness Level with others to get more perspective

## Rate how you are performing now

Respond to each of the statements using the scale below. Look at each statement honestly and remember it is actual performance, not intended performance. Place an “X” in box that best represents the statement overall.

| Statement  | Not Meeting Expectations | Sometimes meet expectations | Meeting Expectations | Exceeding Expectations |
|--|--------------------------|-----------------------------|----------------------|------------------------|
| The outcomes (metrics, KPIs) I get are at the expected level compared to others in my industry/role. |                          |                             |                      |                        |
| I only take credit for the outcomes I get now vs what I have accomplished before                     |                          |                             |                      |                        |
| I take on more responsibility without being asked  |                          |                             |                      |                        |
| I give discretionary effort (doing more than the minimum expected)                                   |                          |                             |                      |                        |
| I have asked for feedback from those who are not my boss within the last 30 days.                    |                          |                             |                      |                        |
| When I take on more, I don't expect more in return   |                          |                             |                      |                        |
| I stay ahead of changes in my industry/specialty   |                          |                             |                      |                        |
| Add up the # of X's and multiply by the number in the box  | _____ x 1                | _____ x 2                   | _____ x 3            | _____ x 4              |
| Answer to the multiplication   |                          |                             |                      |                        |
| Add up all the totals & divide by 7, round up – and record your <b>Performance number</b>            |                          |                             |                      |                        |

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## Rate Future Possibility

Respond to each of the statements using the scale below. Look at each statement honestly and remember it is about how you are leveling up to prepare for the future. Place an "X" in box that best represents the statement overall.

| Statement   | Rarely    | Sometimes | Most of the time | Absolutely |
|---|-----------|-----------|------------------|------------|
| I am an early adopter of change and technology  |           |           |                  |            |
| I work to improve myself even if my leader hasn't asked   |           |           |                  |            |
| I read 5 or more books each year that are relevant to my industry, leadership, and/or business    |           |           |                  |            |
| I can identify specifics that I could have done better to improve my outcomes (metrics, KPIs)     |           |           |                  |            |
| I share my knowledge through mentoring or training others at least 2x's/month without being asked |           |           |                  |            |
| I attend and actively participate in learning not provided by my organization                     |           |           |                  |            |
| I stay ahead of changes in my industry and specialty  |           |           |                  |            |
| I actively adjust my behavior patterns to optimize  |           |           |                  |            |
| Add up the # of X's and multiply by the number in the box   | _____ x 2 | _____ x 4 | _____ x 6        | _____ x 8  |
| Answer to the multiplication  |           |           |                  |            |
| Add up all the totals & divide by 7, round up – and record your <b>Future Possibility</b> number  |           |           |                  |            |

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## Rate Awareness Impact

Respond to each of the statements using the scale below. Look at each statement honestly and remember it is about how your behaviors are perceived by others and impacting the effectiveness of relationships, outcomes and team performance. Place an "X" in box that best represents the statement overall.

| Statement  | Rarely<br>(almost never) | Occasionally<br>(~1-2/year) | Sometimes<br>(~1-2/month) | Frequently<br>(~1/week) |
|--|--------------------------|-----------------------------|---------------------------|-------------------------|
| I feel like I have earned the right to share my opinions at work                               |                          |                             |                           |                         |
| I expect my leader to be able to have the knowledge to do my job                               |                          |                             |                           |                         |
| I get defensive if I get constructive feedback   |                          |                             |                           |                         |
| I only support change that I agree with  |                          |                             |                           |                         |
| I hold back my constructive feedback to others   |                          |                             |                           |                         |
| I talk about others when they are not around   |                          |                             |                           |                         |
| I talk more than others  |                          |                             |                           |                         |
| People seem to stop talking when I walk into a room  |                          |                             |                           |                         |
| Add up the # of X's and multiply by the number in the box                                      | _____ x 5                | _____ x 10                  | _____ x 15                | _____ x 20              |
| Answer to the multiplication   |                          |                             |                           |                         |
| Add up all the totals & divide by 7, round up – and record your <b>Awareness Impact</b> number |                          |                             |                           |                         |

