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COACHING LEADERS - DEVELOPING CAREERS

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree

**Ask yourself about CHALLENGE.....**

My position is more challenging today than it was a year ago.  
 I feel I am adding value to my company/department/division.  
 My superiors are aware of the value I am adding.  
 My position allows me to fully utilize my skills & talents.  
 I feel empowered in my current position.

**Ask yourself about ADVANCEMENT....**

My current position allows for advancement opportunities.  
 I am kept informed of both advancement opportunities and lateral moves.  
 My position involves continuous learning opportunities.  
 I can keep abreast of trends and industry advancements that make me more marketable.  
 My manager encourages continuing professional development.  
 My company supports continuing education by offering tuition assistance.


**Ask yourself about SECURITY.....**

My company has a solid plan for its ongoing growth and financial success.  
 My company is financially strong.  
 Turnover is very low within my company (i.e. no recent layoffs/tenure is high).  
 My company's vision is to stay ahead of the competition and is meeting that goal.  
 My manager is committed to my success and my position within the company.


**Ask yourself about ENVIRONMENT.....**

The overall culture of my office is positive and team oriented.  
 My coworkers share my level of commitment to producing quality work.  
 I have faith in our management team and support its decisions.  
 My company is well organized with consistent policies and procedures.  
 Management treats all employees fairly and with respect.  
 I find my physical environment to be aesthetically pleasing.


**Ask yourself about LOCATION....**

The commute to my office is less than 60 minutes one way.  
 My office is not planning to relocate within the next year.  
 My office is located in a safe area.  
 I do not plan to move my residence within the next year.


**Ask yourself about MONEY....**

My compensation is adequate compared to others within my profession.  
 My performance is reviewed regularly and is based upon measurable criteria.  
 Raises given in my organization are comparable to those given within my industry.  
 I have maintained the same level of fringe benefits in the last year.
