



7 COMMITMENTS

LEADERSHIP ASSESSMENT



7 COMMITMENTS LEADERSHIP ASSESSMENT

HOW TO TAKE THE TEST

Honestly consider each statement and check the best box for your answer.

YES - I do this 100% of the time.

MOSTLY - I do things this way almost all the time but there are times when I might not.

SOMETIMES - I do this at times, but it's not what I do most of the time.

NO - I never do things this way.

| | YES | MOSTLY | SOMETIMES | NO |
|---|--------------------------|--------------------------|--------------------------|--------------------------|
| 1. I show demonstrable support for others | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 2. I own the consequence of my actions | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 3. I bring my whole self to work | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 4. I embrace challenges without complaint | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 5. I challenge the status quo | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 6. I show emotional control in challenging situations | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 7. I use micro-goals to make progress to targets | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 8. I synchronize the big picture with my focus | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 9. I role model work / life balance | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 10. I seek simple solutions and plans | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 11. I use mentors and coaches to hold me accountable and learn | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 12. I am emotionally available and consistent | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 13. I connect authentically with others | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 14. I have a code of conduct that I am committed to | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 15. I value the input of others | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 16. I stand by my words and actions | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 17. I push myself to grow by challenging myself outside my comfort zone | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 18. I am courageous when faced with fearful decisions | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 19. I remain calm under pressure | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 20. I devote time to mastery | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 21. I live according to my principles | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 22. I do the right thing even when nobody's looking | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 23. I seek out different perspectives | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 24. I am honest with others | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 25. I learn from personal setbacks | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |



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Continued...

| | YES | MOSTLY | SOMETIMES | NO |
|---|--------------------------|--------------------------|--------------------------|--------------------------|
| 26. I keep laser focused on overall goals ----- | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 27. I set monthly challenges for myself ----- | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 28. I communicate positively with others ----- | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 29. I allow others to make mistakes ----- | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 30. I seek out realistic training ----- | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 31. I demonstrate self discipline ----- | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 32. I operate effectively in high risk situations ----- | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 33. I have a clear vision and purpose ----- | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 34. I make time for recovery ----- | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 35. I live my stated values ----- | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 36. I seek advice from a variety of sources ----- | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 37. I take time to think creatively ----- | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 38. I am unafraid of judgement from others ----- | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 39. I allow others to shine ----- | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 40. I respond positively to challenges ----- | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 41. I follow up on all commitments ----- | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 42. I mentor / coach others to give back and grow ----- | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 43. I dig deep to solve problems ----- | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 44. I view setbacks as impermanent ----- | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 45. I seek out new opportunities for learning ----- | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 46. I demonstrate a 'will do' attitude ----- | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 47. I will say no to most things to focus on most important targets ----- | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 48. I make decisions in alignment with my heart, gut and head ----- | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 49. I learn from my failures ----- | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |



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SCORING

Go back and score your answers using the following values:

YES - 5

MOSTLY - 3

SOMETIMES - 1

NO - 0

Add up the scores for the numbered questions assigned to each commitment.

COURAGE

Add up your score for questions 1, 14, 18, 24, 30, 32 & 40

MY SCORE FOR COURAGE IS _____

TRUST

Add up your score for questions 2, 13, 15, 29, 39, 41 & 49

MY SCORE FOR TRUST IS _____

RESPECT

Add up your score for questions 3, 12, 16, 22, 28, 31 & 38

MY SCORE FOR RESPECT IS _____

GROWTH

Add up your score for questions 4, 11, 17, 27, 36, 42 & 45

MY SCORE FOR GROWTH IS _____

EXCELLENCE

Add up your score for questions 5, 10, 20, 23, 37, 43 & 47

MY SCORE FOR EXCELLENCE IS _____

RESILIENCY

Add up your score for questions 6, 9, 19, 25, 34, 44 & 46

MY SCORE FOR RESILIENCY IS _____

ALIGNMENT

Add up your score for questions 7, 8, 21, 26, 33, 35 & 48

MY SCORE FOR ALIGNMENT IS _____



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ACTIONS

Refer to this chart to see how you have scored overall for each commitment. Take note of your strengths and weaknesses.

7 Commitments Training and Development Actions

If you Scored

| | | |
|---------|-----------------------------------|---|
| 27 - 35 | This Commitment is your strength! | This Commitment is an area of strength for you. Keep staring down that Wolf! |
| 18 - 26 | You are getting there! | You've built a good foundation in this commitment. More focus and training can get you to the next level. |
| 9 - 17 | Good start! More to do. | You have the beginnings of a foundation in this Commitment. Build on what you've started. |
| 0-8 | Time to get going! | This commitment is one for significant focus and work. |

COURAGE My score for COURAGE: _____

Ways to train and develop COURAGE:

1) Align around a stand that invokes courage. Examples include:

- I stand for freedom
- I stand for leaving nobody behind
- I stand for self-mastery in the service of my team and mission
- I stand for being a courageous leader

2) Train for risk realistically and relentlessly. Consider the skills, actions and behaviors you / your team need to exhibit, and create ways to mimic those situations. When we do Unbeatable Teams training for organizations, we incorporate managed stress situations to help people see how they respond, both individually and as a team: This invariably leads to enhanced communication, trust and open dialogue.



7 COMMITMENTS LEADERSHIP ASSESSMENT

ACTIONS

Refer to these pages for guidance on how you can to train to develop the areas you need to work on.

7 Commitments Training and Development Actions

COURAGE

Continued...

Ways to train and develop COURAGE:

- 3) Create a Code of Conduct with an uncommon level of excellence, personal risk and courage.
- 4) Journal your response to the question, “What am I attached to that causes me to avoid risk and consequences of failure? Is it concern for my reputation, my job, the appearance of being in control, my physical safety? Share your insights with others who can help support your development.
- 5) Engage in training outside your comfort zone – attend a Spartan Race, or enroll in a SEALFIT Crucible Event: or begin training in Kokoro Yoga:

TRUST My score for TRUST: _____

Ways to train and develop TRUST:

- 1) Create a daily discipline as part of your Evening Ritual to recapitulate your day and review your “failures” (reframe those into learnings – so instead of saying, “Where did I mess up?” ask yourself, “Where could I have done better? What did I learn? How will I apply that learning in the future?”)
- 2) Create a daily discipline to develop humility. For example, if someone is sharing something with you, resist the urge to one-up them or tell them what you have done. Instead acknowledge and encourage them.
- 3) Relentlessly follow through on all of your commitments, even the little ones.
- 4) Commit to being transparent with your team or family. Rate yourself at the end of every day (say on a 1 – 5 rating scale). Review where you did well, and where you can improve. Commit to getting better every day.



7 COMMITMENTS LEADERSHIP ASSESSMENT

ACTIONS

Refer to these pages for guidance on how you can to train to develop the areas you need to work on.

7 Commitments Training and Development Actions

RESPECT My score for RESPECT: _____

Ways to train and develop RESPECT:

1) Review past scenarios using the following Staring Down the Wolf process:

Visualize a past experience in which you behaved in a way that lost you respect.

What decisions did you make, and how did you react in a conditioned way that caused harm to yourself or others? Play the mental video for a few moments of that scenario, then journal your insights by answering these questions and record any other insights that come up.

- What does it feel like?
- What did you learn?
- Has the scenario happened more than once—i.e., is it a pattern?
- What mask were you wearing? For instance, were you wearing a mask because you feared judgment or because you feared incompetence?
- How did you fail on integrity, authenticity, or clarity?

Visualize yourself in your ideal physical, mental, and emotional state. See yourself acting in a creative, responsive way with disciplined moral integrity, deep authenticity (no masks), and absolute clarity in your communications. See how your team and family respond to you with great respect. See yourself as a respectable leader expressing yourself powerfully in thoughts, words, and deeds.

- What does that feel like?
- What did you learn? Where are the gaps between the old self and this ideal self?
- How can you improve your integrity, authenticity, and clarity?

2) Set a daily discipline to communicate authentically, without a mask. Rate yourself at the end of every day – review where you did well, and where you can improve. Commit to getting better every day.

3) Get a Swim Buddy, Boat Crew or Coach who can help hold you accountable for your commitments. As you consistently take action, you will develop an increased level of self-trust.



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ACTIONS

Refer to these pages for guidance on how you can to train to develop the areas you need to work on.

7 Commitments Training and Development Actions

GROWTH My score for GROWTH: _____

Ways to train and develop GROWTH:

- 1) Get an Unbeatable Mind Coach to help you develop across your 5 Mountains (Physical, Mental, Emotional, Intuition and Heart-Mind Spirit) and enhance your performance: <https://unbeatable-mind.com/coaches/>
- 2) Intentionally seek out variety (in your training, in what you read, who you interact with, in how you go about your daily life).
- 3) Commit to a crucible event that challenges you in an uncomfortable way.
- 4) Get a Mentor.
- 5) Create monthly Crucibles or Challenges across the 7 Commitments to help you grow in new and unique ways.



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ACTIONS

Refer to these pages for guidance on how you can to train to develop the areas you need to work on.

7 Commitments Training and Development Actions

EXCELLENCE My score for EXCELLENCE: _____

Ways to train and develop EXCELLENCE:

- 1) Get curious about something new that will challenge your brain to expand its creativity muscles. Make a list of things you are interested in learning, or are passionate about, and want to explore (such as writing, drawing, singing, painting, sculpture, playing music, acting, improv, etc.). Then put them through the FITS model to cull the list down to one item that fits you now. Now plan how you will go deep into this new thing: start a class, find a mentor, buy a book, etc.
- 2) Journal to innovate. Begin to write down five new ideas every morning after your morning ritual. These can be unrelated ideas or can fit within a single concept you are trying to innovate, evolve, or create. Consider looking at the issue from multiple perspectives: inside out, backward, upside down, from another dimension altogether (for example, matter to fluid to space, or biology versus electronic, etc.).
- 3) Keep it Simple, Sally. What can you cut out, eliminate, sell, donate, or off-load? Start with material things, then move to commitments and even people who drag you down. Finally, consider limiting beliefs. Stare down the fear wolf and KISS things!
- 4) Ask input from others to challenge your thinking. Seek out diverse perspectives.
- 5) Commit to a minimum number of hours you will spend in training per month or quarter.
- 6) Make a commitment to have daily and weekly quiet or play time. Often this is where innovative ideas spring from.



7 COMMITMENTS LEADERSHIP ASSESSMENT

ACTIONS

Refer to these pages for guidance on how you can to train to develop the areas you need to work on.

7 Commitments Training and Development Actions

RESILIENCY My score for RESILIENCY: _____

Ways to train and develop RESILIENCY:

1) Practice the Big 4 of Mental Toughness:

- Breath Control
- Positivity
- Visualization
- Task Focus / Micro-goals

2) Practice Emotional Control by implementing the Pause, Breathe, Think, Act process introduced in the chapter on Resiliency to interdict reactionary behavior and replace it with a positive response. This will cultivate optimism and remove fear of not knowing or of falling down.

3) In your team meetings, openly state to each teammate that you have their back. When you get more comfortable with this work, you can do this with a hand to your teammate's heart, and his or hers to yours. This is an amazing way to connect at a heart level with your teammates, so they can feel that you have their back.

4) Come up with a team mantra that will help the team feed its courage wolf and remain resilient through the challenges. My team uses: "We've got this, easy day, hooyah!" Use this mantra during your individual training as well.

5) Implement a team mindfulness practice. After the sessions, reflect upon and/or dialogue about:

- personal and team why
- personal and team biases
- personal and team skill and knowledge gaps

6) After every setback, ask yourself, "What did I learn? How can I use that going forward to make me / my team stronger and better?"

7) Establish a recovery time practice. This can include more rest and sleep, no electronics, no checking email, and time in nature. You can also engage in the Warrior Recovery sessions in Kokoro Yoga.



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ACTIONS

Refer to these pages for guidance on how you can to train to develop the areas you need to work on.

7 Commitments Training and Development Actions

ALIGNMENT My score for ALIGNMENT: _____

Ways to train and develop ALIGNMENT:

- 1) Identify your Purpose, Passion and Principles (your 3 Ps). Give yourself a rating on how well your actions and behaviors align to your 3 Ps. Create and action plan to better live your 3Ps. Use a Swim Buddy, Boat Crew or Coach to help you stay aligned.
- 2) Implement battle comms (communications). Consider the current state of your team's battle comms. Do you see alignment and shared consciousness? Are you all in sync with the rhythm of your particular battle? What can you do better in terms of how often you have meetings, how you run them, how and when you share vision and standards? Finally, do you have a process to win in your mind before entering your battles? Review with your team.
- 3) Maximize sharing. Do you share risk and your authentic self with the team? What can you do better? What about transparency of information and sharing leadership? Look for ways to get out of the way and let others shine.
- 4) Get radically focused. Print out the list of focusing questions and put them where you can see them easily during the day. Periodically take a look and ask them to help you radically focus on the right tasks.
- 5) Have everyone on your team share his or her goals.