

Meaningful Competence™

Meaningful Competence Assessment

This assessment provides you feedback on your felt achievement of Meaningful Competence. Use it frequently throughout your career to remind you of what Meaningful Competence looks like, and to help you identify when you're not finding enough meaning in your job.

Instructions:

Circle your level of agreement with the following statements.

| | <i>I Don't Know</i> | <i>Strongly Disagree</i> | | | <i>Strongly Agree</i> |
|---|---------------------|--------------------------|---|---|-----------------------|
| | 0 | 1 | 2 | 3 | 4 |
| 1. I know how my contribution at work supports the organization's mission. | 0 | 1 | 2 | 3 | 4 |
| 2. I know how my contribution at work is helping me reach my career goals. | 0 | 1 | 2 | 3 | 4 |
| 3. My supervisor and I agree on the Value-Added Outputs I produce, including what the Value-Added Output is, when I've produced it, and how we measure success. | 0 | 1 | 2 | 3 | 4 |
| 4. I have frequent access to data that shows me the trend of how well I am doing in producing my Value-Added Outputs. | 0 | 1 | 2 | 3 | 4 |
| 5. The relationship between my trend data and the Relevant Business Results I'm influencing is clear to me. | 0 | 1 | 2 | 3 | 4 |
| 6. I can show my value to current and future employers or customers using objective data. | 0 | 1 | 2 | 3 | 4 |
| 7. I have a leveraged competence development plan. | 0 | 1 | 2 | 3 | 4 |
| 8. My competence development plan has a clear connection to my improvement in one or more Value-Added Outputs. | 0 | 1 | 2 | 3 | 4 |
| 9. My competence development plan considers all four leverages and includes actions for each leverage. | 0 | 1 | 2 | 3 | 4 |
| 10. I feel I have Meaningful Competence. | 0 | 1 | 2 | 3 | 4 |

When you're finished:

If you couldn't answer *agree* or *strongly agree* to one or more questions, you have an opportunity to act and improve your Meaningful Competence. Using the Individual Mesh presented in this program, identify the cause of your lower rating(s) and devise a plan to improve your Meaningful Competence.