



İTHRİVE REFLECTION

Thriving at work is not just a function of your performance. It requires the balance of many factors: capability, potential, purpose, resources, security, and connection. Regularly reflecting on how you're experiencing work is a healthy practice. This can include ways you're contributing and adding value to your organization and your team, as well as how you're being supported in your efforts.

Take some time to react to the statements included here. Be honest and trust your gut. This is intended for your own use; though we invite you to share it with a trusted mentor, leader, or peer and have a conversation about it.

PURPOSE

	Strongly Disagree		Neutral		Strongly Agree
I'm energized by the work I'm doing.	1	2	3	4	5
I am passionate about serving customers and colleagues.	1	2	3	4	5
I feel like I matter to this organization.	1	2	3	4	5
I feel my talents are understood and appreciated.	1	2	3	4	5
I believe my work contributes significantly to this organization's success.	1	2	3	4	5

REFLECTIONS

What contributes most to your sense of purpose?

TOTAL

out of
25

CAPABILITY

	Strongly Disagree		Neutral		Strongly Agree
The roles I'm currently filling are well-aligned with my strengths and/or my growth goals.	1	2	3	4	5
I'm confident that I have the capabilities needed to be successful in my current roles; I've got this.	1	2	3	4	5
I feel that my contributions are valued.	1	2	3	4	5
I receive meaningful feedback that helps me improve.	1	2	3	4	5
I am continually learning and improving my capabilities.	1	2	3	4	5

REFLECTIONS

Look at any questions you rated relatively lower. What actions might you take in those areas?

TOTAL

out of
25

POTENTIAL

	Strongly Disagree		Neutral		Strongly Agree
I have opportunities to learn and grow in the areas where I want to stretch myself.	1	2	3	4	5
I feel welcome to share new ideas and out-of-the-box thinking here.	1	2	3	4	5
I feel a sense of hope and optimism about my future in this organization.	1	2	3	4	5
My leaders prioritize me with their time and energy.	1	2	3	4	5
I have mentors and others I trust that help me identify how to grow.	1	2	3	4	5

REFLECTIONS

What helps "pull you forward" toward future challenges and opportunities. What gets in the way?

TOTAL

 out of
25

RESOURCES

	Strongly Disagree		Neutral		Strongly Agree
The scope of my responsibilities feels manageable.	1	2	3	4	5
My organization provides the resources (i.e., information, guidance, tools, technology, training) I need to do my job well.	1	2	3	4	5
I'm clear on what's expected of me at work.	1	2	3	4	5
I set boundaries and manage expectations that others have of me to prevent too much stress in my life.	1	2	3	4	5
If my energy wanes or becomes negative, I take action to recover and renew.	1	2	3	4	5

REFLECTIONS

What do you find yourself needing more of (or less of) in order to do be at your best?
 What actions might you take to ensure you're getting the things you need to be at your best?

TOTAL

 out of
25

SECURITY

	Strongly Disagree		Neutral		Strongly Agree
I feel appropriately safe at work, from a physical, financial, legal, and cyber security perspective.	1	2	3	4	5
I feel trusted to own my work and make decisions necessary to meet my goals.	1	2	3	4	5
I feel safe taking risks and trying new things at work, even if I'm ultimately not successful.	1	2	3	4	5
I feel like it's safe to voice concerns or respectfully challenge one another's thinking here.	1	2	3	4	5
I feel comfortable asking for help in this organization when things feel too hard or heavy.	1	2	3	4	5

REFLECTIONS

What are some key factors that contribute to your sense of safety and security at work?

TOTAL

 out of
25

CONNECTION & ALIGNMENT

	Strongly Disagree		Neutral		Strongly Agree
I feel appropriately included in all aspects of my organization, in a way that is equal to my peers in similar roles and levels.	1	2	3	4	5
I feel like I belong here when I'm being my authentic self.	1	2	3	4	5
I have relationships here that offer me a sense of belonging, camaraderie, and care.	1	2	3	4	5
I feel like I'm treated fairly here.	1	2	3	4	5
Working here aligns well with the bigger picture of my life and my personal values.	1	2	3	4	5

REFLECTIONS

What contributes most to you feeling connected and integrated within the organization?

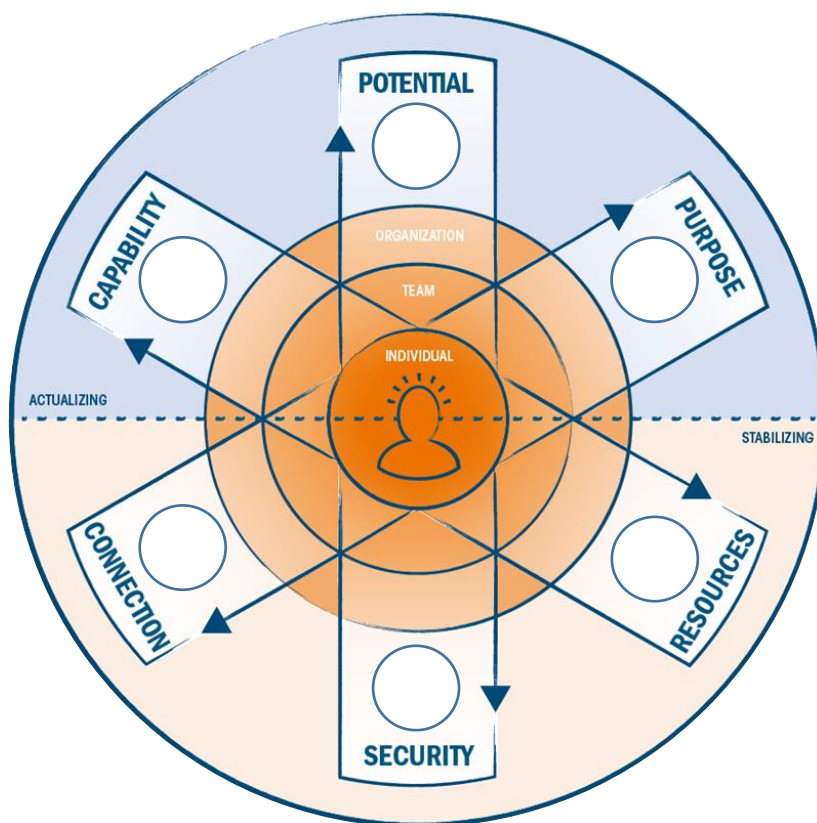
TOTAL

out of
25

THRIVE MODEL: YOUR RESULTS

Gaining insights from your answers

Once you've totaled each of the sections, your scores will appear in the white circles below.



Consider your scores in combination. What story do they tell? What areas do you feel really good about? What areas do you feel you might need some intentional focus?

What actions do you want to commit to taking to address the areas you rated lower?

In what areas do you need the organization—and the people within it— to support you? And how might you seek that support?