

Factor8 - Authenticity Scaling Tool - Self Assessment

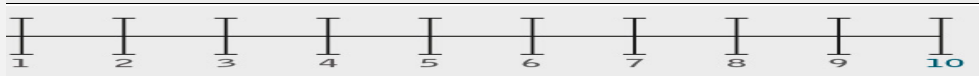
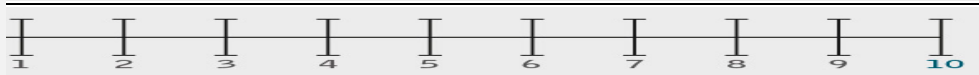
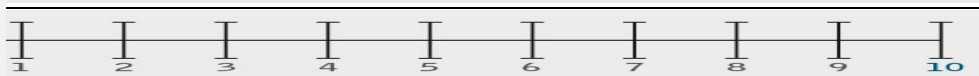
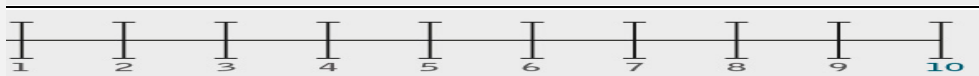
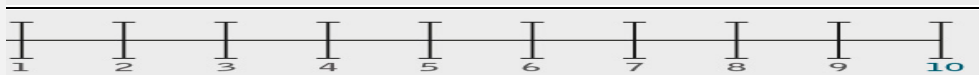
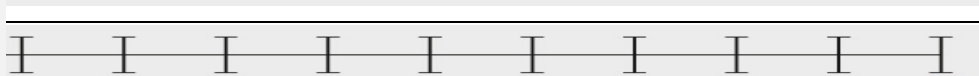
Take a deep breath and reflect on who you really are. This exercise is all about your authenticity, your truth and you are invited to respond to these questions in the same manner. The Authenticity Scaling Tool has been drawn from our pioneering Factor8 360 assessment.

Prompt: Recall situations at work where your values were significantly challenged, where you've had to stand your ground, or when you experienced inappropriate behaviour that did have, or had the potential to have, a significant negative impact on yourself and others, or a time when your presence, voice or actions could have created a better outcome.

Prompt: Think about yourself at work and how you engage with others on a daily basis.

How real, authentic, true to yourself are you?

✓ Using the Scaling Tool, rate yourself on scale of 1 – 10

I am fully authentic, confident and grounded in who I am	
I know my values and live them in service of others	
I show and am proud of my cultural roots and heritage	
I confidently bring my whole self to work	
I know and am accepting of my strengths and weaknesses	
I am a transparent leader who lets others know who I am	
I am open and genuine in engaging and connecting with others	

I am not afraid to show my emotions and share my vulnerability in a constructive way										
I am a values-driven leader, my actions reflect my core principles										
In the face of group pressure, I remain true to who I am										
My authenticity is highly valued and respected by others										
I create an inclusive environment where others can be real and true to who they are										
I seek feedback as a way of understanding who I really am as a person.										
Other people know where I stand on controversial issues										
My authenticity results in greater trust and credibility										
I show integrity and a commitment to doing the right thing										
I rarely mask or present a “false” front to others										
My moral compass guides who I am and what I do as a leader										

How did you do? - Summarise how many High, Medium and Low scores you got

SCALE	NUMBER OF (High, Medium, Low) SCORES
High (8-10) 	
Medium (5-7) 	
Low (1-4) 	