



# WORK SHEET 1

**Entrepreneurial leaders are on a continuous learning cycle working each day to develop ambidextrous skills discussed in this chapter.**

**Use this work sheet to:**

1. Rate yourself on the skills listed in the first column in the following table, using a 1 to 5 scale.
- 2a. Ask a trusted member of the other generation to rate your skills. If you are a member of the junior generation, ask a senior generation member to rate your skill level. If you are a senior generation member, ask a junior to rate your skill level.
- 2b. Ask a trusted nonfamily member who knows you well to rate your skills.
3. Compare the results in perceptions in Steps 1, 2a, and 2b. Indicate similarities (S) and discrepancies (D) in scores. Discuss the reasons behind these, identifying your strengths and skills that need development.
4. Highlight each skill that is important to you and that needs development. Set a measurable goal for yourself.
5. List each skill that needs development. Commit in writing to what you will accomplish, by when, and how.

<p>Using the scale below, rate yourself on each question.</p> <p>1 = Poor</p> <p>2 = Fair</p> <p>3 = Good</p> <p>4 = Very Good</p> <p>5 = Excellent</p>	<p>STEP 1</p> <p>Self-perception</p>	<p>STEP 2a*</p> <p>Rating from trusted other generation member</p>	<p>STEP 2b*</p> <p>Rating from a trusted nonfamily member</p>	<p>STEP 3</p> <p>Indicate similarities (S) and discrepancies (D) in scores</p>	<p>STEP 4</p> <p>Desired goal level of important skills</p>
<p>Level of clarity about your* innate strengths</p>					
<p>Level of clarity about your career interests</p>					
<p>Level of awareness of objects around you</p>					
<p>Level of awareness of people around you</p>					
<p>Level of clarity on what you want to accomplish in your career within the next five years</p>					
<p>Level of clarity with which you think of new projects or ideas</p>					

<p>Using the scale below, rate yourself on each question.</p> <p><b>1 = Poor</b></p> <p><b>2 = Fair</b></p> <p><b>3 = Good</b></p> <p><b>4 = Very Good</b></p> <p><b>5 = Excellent</b></p>	<p><b>STEP 1</b></p> <p><b>Self-perception</b></p>	<p><b>STEP 2a*</b></p> <p><b>Rating from trusted other generation member</b></p>	<p><b>STEP 2b*</b></p> <p><b>Rating from a trusted nonfamily member</b></p>	<p><b>STEP 3</b></p> <p><b>Indicate similarities (S) and discrepancies (D) in scores</b></p>	<p><b>STEP 4</b></p> <p><b>Desired goal level of important skills</b></p>
<p>Level of clarity in figuring out smaller pragmatic steps to accomplish your projects</p>					
<p>Level of clarity with which you can explain your new project ideas to others</p>					
<p>Level of clarity with which you can explain the steps to accomplish a project to others</p>					
<p>How good are you at engaging others to work with you?</p>					
<p>How good are you at influencing your peers?</p>					
<p>How good are you at influencing your seniors?</p>					

<p>Using the scale below, rate yourself on each question.</p> <p>1 = Poor</p> <p>2 = Fair</p> <p>3 = Good</p> <p>4 = Very Good</p> <p>5 = Excellent</p>	STEP 1  Self-perception	STEP 2a*  Rating from trusted other generation member	STEP 2b*  Rating from a trusted nonfamily member	STEP 3  Indicate similarities (S) and discrepancies (D) in scores	STEP 4  Desired goal level of important skills
How well can you direct juniors?					
How well do you listen to others?					
How good are you at learning new things on your own?					
How good are you at learning from others?					
How good are you at starting new projects or ventures?					
How good are you at ending projects or ventures?					
How good are you at adapting to new circumstances?					

\*For rating by other family members or nonfamily members, please change you/your to your name.

STEP 5: Make a list of the skills that you would like to develop, by when, and how.		
Skills	Development Plan	Time Line