

# A Connected Leader Review: Your Vitality Imperative

	Low	Medium	High
<b>PRESENCE</b>	<input type="checkbox"/> Easily distracted <input type="checkbox"/> Talks a lot about complaints about the past and/or worries about the future <input type="checkbox"/> Thinks things should be different than they are <input type="checkbox"/> Seems to want to get out of this conversation and on to something better	<input type="checkbox"/> Occasional regret about the past or worry about the future <input type="checkbox"/> Mistakes multi-tasking for productivity	<input type="checkbox"/> Feels like he or she is intellectually, emotionally, and physically with you <input type="checkbox"/> Relaxed, focused, and attentive <input type="checkbox"/> This is the most important place he or she could be at this moment
<b>EMPATHY</b>	<input type="checkbox"/> Quick to criticize and disapprove <input type="checkbox"/> Assumes that his or her opinion or interpretation of events is valid <input type="checkbox"/> Uninterested in why people think or behave in ways he or she does not endorse	<input type="checkbox"/> Cares deeply about and learns from people who seem to have similar values and priorities <input type="checkbox"/> Struggles with appreciating people who are substantially different	<input type="checkbox"/> Always-on curiosity about others' purposes, worries, and circumstances <input type="checkbox"/> Listens to learn <input type="checkbox"/> Others always feel heard and valuable
<b>PURPOSE</b>	<input type="checkbox"/> Assigns tasks without explaining importance <input type="checkbox"/> Does not like to answer questions about why we are doing something <input type="checkbox"/> Acts as though people should just do as they are told <input type="checkbox"/> Seems more oriented around what he or she is against than what he or she is for	<input type="checkbox"/> Responds respectfully to questions about <i>why</i> <input type="checkbox"/> Admires purpose when it is present but also is rarely proactive about developing purpose him- or herself <input type="checkbox"/> Equal time given to what he or she is for or against	<input type="checkbox"/> Includes others in developing valuable purpose to guide action <input type="checkbox"/> Makes sure plans include purpose, methods, and measurable results <input type="checkbox"/> Makes purpose the boss and thus delegates well <input type="checkbox"/> Three-to-one ratio of speaking for purpose versus speaking against worries
<b>AUTHENTICITY</b>	<input type="checkbox"/> Talks about people rather than directly to people <input type="checkbox"/> Cares more about image than substance <input type="checkbox"/> Lies and/or withholds relevant information to avoid difficulty	<input type="checkbox"/> Honest about opinions and speaks directly to people involved <input type="checkbox"/> Tends to assume that his or her immediate opinion is right <input type="checkbox"/> Tries to convince or criticize anyone who resists	<input type="checkbox"/> Researches difference and listens to learn <input type="checkbox"/> Sponsors fact-based, purpose-driven conversation <input type="checkbox"/> Speaks openly and trusts people with the truth <input type="checkbox"/> Cares more about achieving the purpose than being right and proving others wrong
<b>WONDER</b>	<input type="checkbox"/> Immediately critical of new ideas <input type="checkbox"/> Thinking limited to past knowledge or experience <input type="checkbox"/> Requires proof of previous success before considering a new possibility	<input type="checkbox"/> Open to new ideas when proposed by people he or she admires <input type="checkbox"/> Rarely generates truly new possibilities on his or her own	<input type="checkbox"/> Loves the victory of possibility over probability <input type="checkbox"/> Great faith in the creative potential of a community <input type="checkbox"/> Known for sponsoring new, unprecedented ways to achieve important goals
<b>TIMING</b>	<input type="checkbox"/> Fixated on personal preferences <input type="checkbox"/> Biased <input type="checkbox"/> Tries to overwhelm resistance with obligation ("You should...") <input type="checkbox"/> Overlooks relevant circumstances when trying to implement new concepts	<input type="checkbox"/> Understands the need to connect to others and circumstance <input type="checkbox"/> Unaware when bias interferes <input type="checkbox"/> Open to having bias pointed out by trusted colleagues	<input type="checkbox"/> Lives in the question "What is it time for now?" <input type="checkbox"/> Moves easily between alignment, action, and adjustment as needed <input type="checkbox"/> Enjoys finding the intersection of your view, his or her view, and the circumstances <input type="checkbox"/> Resistance inspires curiosity rather than domination
<b>SURPRISING RESULTS</b>	<input type="checkbox"/> Gives people long term measures (e.g., "lower costs by 15 percent") and demands improvement <input type="checkbox"/> Fails to consider how current habits, processes, and measures help or hurt progress <input type="checkbox"/> Does not provide support needed for unprecedented success	<input type="checkbox"/> Includes people who must execute in designing new initiatives <input type="checkbox"/> Does not provide the real-time support needed for success	<input type="checkbox"/> Sponsors 90-day cycles of success <input type="checkbox"/> Helps groups representing different parts of the system to design and deliver surprising contributions <input type="checkbox"/> Provides all support needed for high achievement <input type="checkbox"/> Appreciates and publicizes success in the broader system