

# Right-Fit Team Members' Mindsets & Behaviors

Name	Date	
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Mindsets	1	2	3	4	5	6	7	8	9	10	11	12	Score				
<b>1</b> Aligned With Values, Goals, & Leadership	They're not aligned with your company's values, goals, or leadership, and, in fact, disparage them to other team members.			They like your company values and goals but think they're too good to be true and frequently question leadership's motives.			They model your company goals and values when it's convenient, but sometimes cut corners for personal gain.			They're fully aligned with your company values, champion your goals, and lead by example.							
<b>2</b> Motivated By Contribution Versus Status	They're solely focused on improving their position in the pecking order, often at the expense of others' success.			They want to contribute but are afraid that someone else will get the credit so they hold back.			They're aware that business requires give and take, and are willing to contribute as long as there's something in it for them.			Because they're so focused on increasing their contribution, rewards and status are viewed only as welcome by-products.							
<b>3</b> Smart & Accountable	They're not capable of handling the responsibilities of their role, can't be trusted, and are often experts at covering their tracks.			They require extra time and support to fulfill their basic responsibilities and constantly struggle with honest accountability.			They're smart and only want to be held accountable for those activities at which they know they can be successful.			They have integrity, are intelligent and inquisitive, and are always willing to test themselves and take on new challenges.							
<b>4</b> Self-Aware & Team-Focused	They're over-confident about their strengths, blind to their faults, and uncaring when their behavior negatively affects others.			They're curious to learn about themselves, but they resist because it would mean changing how they see themselves.			They work hard to only portray their strengths, are defensive about their weaknesses, and don't use teamwork as a solution.			They know and accept their and the teams' capabilities; they work to mitigate weaknesses and to maximize everyone's strengths.							
<b>5</b> Collaborative & Open-Minded	They're convinced their way is always better, and only pay lip service to others' points of view.			They occasionally see the merit in other people's perspectives but feel that agreeing would compromise their position and status.			They're open to others' input and willing to work with them as long as it doesn't threaten their image or status on the team.			They know that collective intelligence is always superior to any one person's solution and are open to new ideas and input.							
<b>6</b> Growth-Oriented	They're stagnant and no longer growing, and they refuse to adapt to new company initiatives.			They'll do the minimum required but don't see the point in doing more because it's "just a job" to them.			They're growth-oriented to a certain extent but are more focused on lifestyle than true personal or professional growth.			They're always looking to grow, are hungry to learn new capabilities, and inspire others to grow along with them.							
<b>7</b> Grateful & Generous	They feel deprived and entitled, don't appreciate the team's contributions, and are often suspicious of others' motives.			Although they aspire to achieve more, they take criticism personally and struggle to show appreciation and gratitude.			They're grateful for their opportunities and feel they've reached their current level of success primarily due to their own efforts.			They're kind, generous with others and themselves, praise often, and treat mistakes as learning opportunities.							
<b>8</b> Fully Engaged & Always Learning	They're not engaged, don't care, actively undermine others, and refuse to adapt to change.			They're minimally engaged and do only what they have to do to stay employed because their main passions are outside of work.			They enjoy their career and get a fair amount of fulfillment from it but are looking forward to when they don't have to work anymore.			They do things wholeheartedly, are fully engaged, embrace change, and help others thrive because they love what they do.							
<b>Scorecard</b>																	