



Personal Growth Self Assessment Tool

as referenced in *Grow Toward Your Dreams* by Steve Moore

Guides you through a personal reflection and self-evaluation process in five important categories:

- Spirituality
- Identity
- Responsibility
- Destiny
- Legacy

VALUES BASED EDITION

powered by **nexleader***



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GETTING STARTED

The term assessment sounds technical, and some aspects of a growth assessment are. But there is an underlying, internal aspect to self-assessment that is far more valuable than any resource you could purchase. Effective self-assessment hinges on self-awareness. You cannot assess what you do not see. Before you can effectively assess yourself, you must cultivate a high level of self-awareness.

The first level of self-awareness is being honest about yourself with yourself. The second is being honest about yourself with others. Both levels are essential, and they are sequential. You cannot move to the second if have skipped the first.

These two aspects of self-awareness have been described as internal and external. You grow internal self-awareness by being honest about yourself. You grow external self-awareness by being honest about yourself with others in ways that invite feedback. People with high self-awareness know who they are, what they do best, where they have gaps, and how to communicate this information with others.

(adapted from *Grow Toward Your Dreams*, by Steve Moore, page 126.)

FIVE ASSESSMENT CATEGORIES

This tool is designed to help you cultivate greater self-awareness in five categories, which will in turn help you identify the most strategic areas for personal growth in your current growth cycle. The five areas are:

- **Spirituality**
Dealing with issues of character, faith, and moral-centeredness
- **Identity**
Dealing with the five components of the Identity Profile (personality, strengths, skills, personal values and passions)
- **Responsibility**
Dealing with four life domains (personal, family, vocation and community)
- **Destiny**
Dealing with your life mission
- **Legacy**
Dealing with finishing well and ultimate contributions

FINAL INSTRUCTIONS

Don't rush through this process. Some people find it helpful to work on one category per day or every few days as a part of their daily reflection. Others expand this process over the range of an entire month. Whatever you decide, take your time; the process will affect the results.

Reflect on and respond to the questions listed in each of the five assessment categories. List the most important areas where you sense the need for growth from each category in the summary section at the bottom of the page. This is a very subjective process. Don't worry about making a mistake. It's more important to get started than to get it "right."



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Category 1: Spirituality

SPIRITUALITY

Even if you don't believe in God, or any "higher power," you probably have a set of principles or beliefs that function as your "true north." This category of assessment is designed to help you reflect on how intentionally and consistently you are living according to your beliefs.

Inner Life: To what extent are you experiencing the sense of contentment that comes from being true to your core beliefs? What "spiritual practices" do you find most helpful in keeping life centered on your true north principles? How consistently are you engaging with these practices?

Outer Life: How consistently are your core beliefs and principles being translated into your attitude and behavior? Where are you experiencing dissonance between who you are and who you want to be spiritually? What spiritual practices could you engage to help address these gaps?

Relational Life: How healthy is your network of relationships, especially with those who support and encourage your spiritual aspirations? How consistently are you experiencing the joy of friendship with those who can lovingly call you toward your best self?

Service: How is your spirituality being expressed in the service of others? How are you adding value to the people around you? What contributions are you making to the common good?

Spiritual Aspirations: How well does your present view of spirituality provide the meaning and fulfillment you long for? What unresolved spiritual questions do you have? Who could you talk to about these issues?

Summary Notes

After reflecting on the responses to the Spirituality Category, list the possible growth opportunities that rise to the surface for this growth cycle here:



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Category 2: Identity

INTRODUCTION The most comprehensive category of personal growth assessment is Identity. The primary horsepower of capacity to accomplish your purpose and fulfill your dreams will flow from your Identity Profile, the unique combination of personality, strengths, skills, personal values, and passions.

IDENTITY PROFILE Personality, strengths and skills are at the core of your identity profile. Your skills are not more important than personality or strengths, but there are important differences. You can't choose your personality or strengths. Whatever combination of nature and nurture that is involved in producing them, you didn't get to vote.

Skills are developed through deliberate practice over time. And you have complete control over these decisions. Your personality and strengths are static. Your skill set is dynamic and will need to change based on changes in your environment and responsibilities. You will make better choices about which skills to develop if you understand your personality and strengths.

You can't choose your personality and strengths. You can choose your skills. There is a sense in which your passions and values choose you. Passions emerge from life-shaping experiences that awaken a visceral concern about an issue or cause. Values often rise to the level of being described as "core" because of situations or experiences we perceive as being important.

**IDENTITY PROFILE
SELF-AWARENESS
TOOL (IPSAT)** The IPSAT is not a new assessment. It is a coaching supported guided discovery process that operates at the intersection of self-awareness and self-leadership. The IPSAT is designed to help you gain the maximum value from a set of existing assessments. It helps you evaluate and quantify how well you understand the components of your Identity Profile and how they work together in your life. After engaging with the IPSAT and a certified coach, you will:

- Gain confidence and clarity about how you add the most value to others and make your best contribution to a team
- Prioritize high return on investment growth opportunities
- Reveal how you are predisposed to self-defeating behaviors that could sabotage relationships or derail your influence with others



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Category 2: Identity

PERSONALITY You can't grow your personality like the rest of your core identity. But you can grow your understanding of your personality type so you can better predict how you will respond in various situations and explain yourself to others. This is best done in common language, without assessment technojargon.

How confidently could you explain, using common language, in ninety seconds or less, what others need to know about your personality to interact with you productively?

very little confidence **very confidently**
1 2 3 4 5 6 7 8 9 10

Note: This question is not asking if you have taken a personality assessment, or even if you remember the results. It is asking if you can translate what you learned about yourself confidently, in common language, for the benefit of others.

I am benefiting today from what I learned about myself from a personality assessment I have taken in the past.

very little confidence **very confidently**
1 2 3 4 5 6 7 8 9 10

If your score is less than 8 for either of the questions above, you need to carefully reflect on the results of the assessment you have already taken, retake an assessment if you don't have the results, or take one for the first time.

There are many personality tools available, including the Enneagram, DiSC, Myers Briggs Type Indicator (MBTI), and the Big Five. The overwhelming consensus among professional psychologists is that the most valid and reliable tool is the Big Five, also known as the Five Factor Model.

For the Identity Profile Self-Awareness Tool (IPSAT) we have chosen the 16Personalities version of MBTI because it utilizes the widely recognized MBTI framework but in a retooled model that reflects the Big Five. Engaging with the IPSAT will help you understand your personality and how it works together with the rest of your Identity Profile.

Summary Notes

After reflecting on the responses to the Personality component of your Identity Profile, do you need to take a personality assessment, or review the results of an assessment you have taken in the past? What is your best next step? List the possible growth opportunities that rise to the surface for this growth cycle here:



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Category 2: Identity

STRENGTHS

According to Donald Clifton and the Gallup organization, the foundational building block of a strength is talent. Clifton defined talent in precise language as any recurring pattern of thought, feeling, or behavior that can be productively applied. Talents, much like personality, are value neutral. They can be used for good or evil. If you want to ensure your talents contribute to the common good, focus on getting the right values, not changing your talents. A talent can be turned into a strength when combined with the right kind of knowledge, experience and skills.

How confidently could you explain, using common language, in ninety seconds or less, the innate talents that enable natural and predictable behavior with positive results?

very little confidence

1 2 3 4 5 6 7 8 9 10

very confident

To what extent have you intentionally built on these talents with knowledge, skill and experience to turn them into fully developed strengths?

not at all

1 2 3 4 5 6 7 8 9 10

very intentionally

If your score is less than 8 for either of the questions above, we strongly recommend that you take the Clifton Strengths Assessment (formerly known as StrengthsFinder 2.0) developed by Gallup. If you have already taken Clifton Strengths, but don't remember your results, you can login to the Clifton Strengths website to review your report.

A common question is, "Should I retake Clifton Strengths if it has been a long time since the original engagement?" Because your strengths are formed early in life it is not necessary to retake the assessment. Some people discover the order of their top five strengths changes over time, and that may be enough motivation to take it again. It's your decision.

If you choose to engage with the Identity Profile Self-Awareness Tool (IPSAT) you will be asked to enter your top five strengths (if you already have your report) or directed to the Clifton Strengths Assessment website if you need to take it.

Summary Notes

After reflecting on the responses to the Strengths component of your Identity Profile, do you need to take the Clifton Strengths Assessment, or review the results from an assessment you have taken in the past? What is your best next step? List the possible growth opportunities that rise to the surface for this growth cycle here:



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Category 2: Identity

SKILLS There is an important difference between your skills and your personality or strengths. That difference can be summed up in one word: choice. You don't get to choose your personality, or your strengths. Skills are developed through the combination of deliberate practice over time. And you have complete control over which skills you choose to practice and how much time you will invest in the process.

How confidently could you explain, using common language, in ninety seconds or less, the top three skills in your toolbox and how you are using them?

very little confidence

1 2 3 4 5 6 7 8 9 10

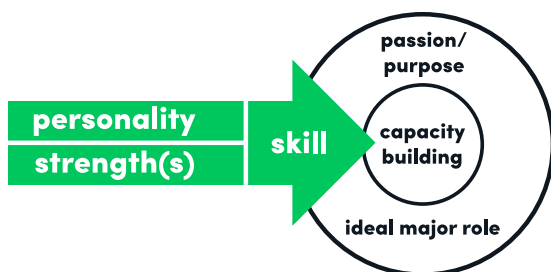
very confident

To what extent are the skills you are developing building on the momentum of your personality and strengths?

not at all

1 2 3 4 5 6 7 8 9 10

very intentionally



If your score is less than 8 for either of the questions above, we strongly recommend that you intentionally reflect on your level of mastery (from non-existent to world class) for a set of common skills. You should then reflect on the skills that will be needed for roles to which you aspire in the future to identify gaps in your skill set.

Remember, you get to choose which skills you will practice and how much time you will spend doing so. You should prioritize skills that build on the natural momentum of your personality and strengths and seek to use them to contribute to causes that reflect your passion and life purpose.

The Identity Profile Self-Awareness Tool (IPSAT) includes a Skills Inventory that will guide you through a process of reflecting on a set of 30 common skills to identify where you are on a mastery continuum.

Summary Notes

After reflecting on the responses to the Skills component of your Identity Profile, do you need to engage with a skills inventory and/or rethink the choices about future skills based on your personality and strengths? What gaps did you identify between where you are now and what skills you will need for the future? What is your best next step? List the possible growth opportunities that rise to the surface for this growth cycle here:



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Category 2: Identity

PERSONAL VALUES

It has been said values are like fingerprints. They uniquely reflect your identity and you leave them on everything you touch. Your life is impacted by your values, even if you can't explain what they are. Personal values reveal what you believe is important in life. When you make your values explicit you can evaluate them to determine if changes are in order. Articulating personal values enables us to live more intentionally and minimize misalignment between ideal and actual.

How confidently could you explain, in ninety seconds or less, your top three personal values and why these are so important?

very little confidence **very confidently**
1 2 3 4 5 6 7 8 9 10

To what extent are your personal values serving as filters or river banks for the decisions you make and the actions you take?

not at all **very intentionally**
1 2 3 4 5 6 7 8 9 10

If your score is less than eight for either of the questions above, we strongly recommend that you spend time reflecting intentionally on your values, why they are important to you, and how you are using them as a guide for life.

Values are more likely to surface when you reflect on what is important to you in specific domains of life. The Identity Profile Self-Awareness Tool (IPSAT) includes a Personal Values Inventory that will guide you through a process of identifying, defining, and ranking your values in the following four domains:

- **Self:** Values reflecting what is important in how you view yourself, and how you want to be perceived by others.
- **Others:** Values reflecting what is important in how you view others and your relationship/interaction with them.
- **Vocation:** Values reflecting what is important in building a career and finding meaning in work.
- **Avocation:** Values reflecting what is important in you having fun and finding meaning in leisure.

Summary Notes

After reflecting on the responses to the Personal Values component of your Identity Profile, do you need to engage with a values exercise/inventory? What gaps did you identify between your ideal values and operational values? What is your best next step? List the possible growth opportunities that rise to the surface for this growth cycle here:



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Category 2: Identity

PASSIONS

It has been said if you can worry you can meditate. It's the same skill, just a different focus. Similarly, if you have ever been angry, you can be passionate. It's the same combination of primal emotions, with a different focus. Passion provides the fuel and direction you need to bring the rest of your identity profile to work on behalf of the issues and causes you care deeply about.

How confidently could you communicate, in ninety seconds or less, the top three issues or causes that capture your imagination and motivate you to make a difference?

very little confidence

1 2 3 4 5 6 7 8 9 10

very confidently

To what extent do these issues/causes flow from significant life experiences that form a "passion story" and explain why you care about them so deeply?

not at all

1 2 3 4 5 6 7 8 9 10

very clearly

If your score is less than eight for either of the questions above, we strongly recommend that you spend time reflecting on what issues/causes motivate you to contribute to the common good and refining your passion story.

Passion is rarely produced in a vacuum. You shouldn't expect a randomly occurring spontaneous combustion of passion that captures your imagination and focuses your energy to make a difference.

If you are unsure of your passions begin by reflecting on the most important life shaping experiences in your journey. Consider creating a passion journal documenting the most important life experiences all the way back to childhood. Document what happened, why it was important, and reflect on how this experience could be part of your passion story.

The Identity Profile Self-Awareness Tool (IPSAT) includes a discount code for MyPassionProfile.com. You can access MyPassionProfile.com outside the IPSAT for \$14.99. This resource is not designed to reveal your passion but rather to report on the level of passion you have for each of the top three issues/causes about which you care deeply.

Summary Notes

After reflecting on the responses to the Passion component of your Identity Profile, do you need to engage with MyPassionProfile? What is your best next step? List the possible growth opportunities that rise to the surface for this growth cycle here:



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Category 3

RESPONSIBILITY Your Identity Profile is an integrated whole that you bring with you everywhere you go. It shapes how you interact with others, what you bring to the table, and why some issues move you more deeply toward action than others. It can be helpful to think about your interactions within the framework of four life domains. These are not rigidly defined and there is overlap between them.

Reflect on each of the four domains¹ below using the following questions:

- What is good, right, or effective that you could optimize?
- Is there something wrong, misplaced, or out of balance that you should change?
- Is there something confusing or frustrating that you should resolve or clarify?
- Is there something missing that you should add?

FOUR LIFE DOMAINS **Personal Life:** my health, emotions, intellect, and general well-being

Family Life: my immediate and extended family, including parents, spouse, children, and other close relationships

Vocational Life: my career or work, including stay-at-home responsibilities, and student or non-formal training activities that will help prepare me for future opportunities

Community Life: my involvement in or connection to the neighborhood, city, or other defined community, including volunteer activities, and involvement in a faith community

Summary Notes

After reflecting on the responses to the Responsibility Category, what is your best next step? List the possible growth opportunities that rise to the surface for this growth cycle here:



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Category 4

DESTINY Understanding your Identity Profile has standalone value. But it is also a part of the bigger picture of destiny and life planning. Here's how the three variables of destiny processing fit together:

The highest expression of destiny awareness is a personal mission statement. How confidently could you communicate from memory the single statement that captures your life mission?



very little confidence

1 2 3 4 5 6 7 8 9 10

very confidently

If your score is less than 10 for the question above, you have work to do in clarifying your personal life mission. If your score is 6 or lower, you should consider a growth goal in this category. If your score is ten, assess your mission statement using the following questions:

- Is it clear enough to explain why you exist?
- Is it simple enough to be understood by others with minimal clarification?
- Is it broad enough to include your life, not just your job?
- Is it noble enough to inspire commitment and sacrifice?

To what extent are you leveraging your Identity Profile (personality, strengths, skills, personal values, passions) to make progress toward your personal mission?

not at all

1 2 3 4 5 6 7 8 9 10

very intentionally

Summary Notes

After reflecting on the responses to the Destiny Category, what is your best next step? List the possible growth opportunities that rise to the surface for this growth cycle here:



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Category 5: Legacy

FINISHING WELL

Your legacy is more than what you accomplish. It is also who you are, especially in the eyes of the people who know you best. How you finish will disproportionately impact how you are remembered. The usual barriers to finishing well are not surprising: pride, power, money, sexual impropriety/infidelity, family problems, and a failure to keep growing.

Research shows leaders who finish well and leave a positive legacy engage in the following five practices²:

Renewal experiences: they have repeated times of personal renewal that re-centers life around their core beliefs and true north principles.

not true about me

1 2 3 4 5 6 7 8 9 10

very true about me

Relational network: they have a strong network of supportive relationships, including people who want to see them thrive and are willing to hold them accountable to the high standards they have set for themselves.

not true about me

1 2 3 4 5 6 7 8 9 10

very true about me

Self-discipline: they have cultivated the ability to make promises to themselves and keep them, especially in the important areas of life.

not true about me

1 2 3 4 5 6 7 8 9 10

very true about me

Perspective: they have a long-term perspective that enables them to view the twists and turns of life's journey against the backdrop of the big picture.

not true about me

1 2 3 4 5 6 7 8 9 10

very true about me

Lifelong learning: They did not come to a personal growth plateau and remain there; they kept climbing.

not true about me

1 2 3 4 5 6 7 8 9 10

very true about me

Summary Notes

After reflecting on the responses to the Finishing Well Legacy Category, what is your best next step? What do your scores reveal about your vulnerabilities? List the possible growth opportunities that rise to the surface for this growth cycle here:



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Category 5: Legacy

ULTIMATE CONTRIBUTIONS

If you engage your Identity Profile, the unique combination of personality, strengths, skills, personal values and passions, in pursuit of your life purpose, you will increase the odds of leaving a positive legacy and making an ultimate contribution.

Your ultimate contributions can take many different forms. Use this list to help you reflect on what you want to leave behind:

- **Model life:** a life that inspires others toward commitment and exemplifies depth of character and consistency over the long haul.
- **Personal impact:** a profound impact on many individuals resulting from your positive investment in their lives or active service of others.
- **Public impact:** a profound impact on larger groups of people resulting from your activity as a public speaker, teacher, trainer, or author.
- **Creative impact:** a consistent pattern of breakthrough concepts or ideas that helped move people or organizations toward a higher level of productivity.
- **Pioneering impact:** a track record of initiating new structures, giving oversight to them, and when appropriate, training or identifying others who can take over leadership.
- **Mobilizing impact:** a repeated ability to motivate people to get involved in a cause, connect them with others, and advance the issue through increased awareness or resources.
- **Artistic impact:** a contribution through art, music, poetry, drama, photography, film or other creative medium that causes people to emote and makes them feel something.
- **Stabilizing impact:** a pattern of coming alongside weak or struggling groups (small or large) in order to help them heal, recover, and return to solid ground.

Based on the current understanding of your Identity Profile and how it is expressed in your life purpose, what level of clarity do you have about the ultimate contributions you want to make?

very little

1

2

3

4

5

6

7

8

very high

9

10

If you are under forty, keep thinking about this issue but don't fixate on it. If you are over fifty, and your score is under seven, you should give this priority in your growth planning.

Summary Notes

After reflecting on your response to the Finishing Well Ultimate Contribution Category, what is your best next step? How are your current roles contributing to these ultimate contributions? List the possible growth opportunities that rise to the surface for this growth cycle here:

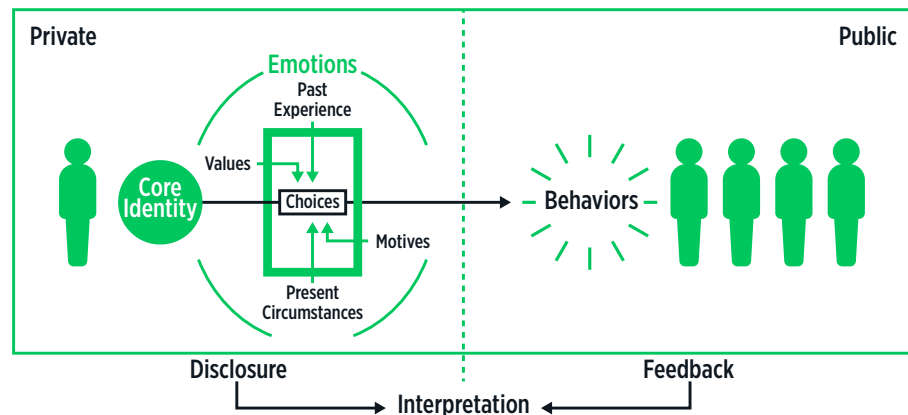


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Getting an Outside Assessment

The first level of self-awareness is being honest about yourself with yourself. The second is being honest about yourself with others. Both levels are essential, and they are sequential. You cannot move to the second if have skipped the first.



These two aspects of self-awareness have been described as internal and external. If you have engaged meaningfully with the five categories of assessment you should have a high level of internal self-awareness. But the people around you can't see your internal world. They only see your behavior, not the internal factors that drive behavior.

The Identity Profile Self-Awareness Tool (IPSAT) includes a shareable version of your report that simplifies the process of getting feedback. You should consider inviting feedback from people who know you well in your family, friendship network, work and volunteer relationships. Here's some questions you might find helpful:

- What blind spots have you observed in my life, things others see but I don't, where the gap is negatively affecting my performance or relationships?
- What should I stop doing to relate better with others and make a positive contribution?
- What should I start doing to relate better with others and make a positive contribution?
- Think of a time when you saw me at my best. What was the situation? Why was I so effective?
- Think of a time when I was not at my best. What was the situation? What could I do differently in the future?

Summary Notes

Who in your relationship network will you invite to be part of your feedback group? When will you contact them? Which of these questions will you ask? What other questions should you consider?



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Selecting Personal Growth Goals

It is always easier to identify possible areas for personal growth than it is to prioritize actual growth goals for your current cycle. That's because everyone could benefit from growth in more areas than we can practically pursue. This four-step process is designed to help you choose wisely.

Step 1: List Possible Growth Goals

Review the "Summary Notes" from each of the 5 Assessment Categories and list possible growth goals here:

Step 2: Reflect on and Prioritize your Goals

Use the following questions to help you identify the best goals to pursue now:

- Which goal(s) will give you the highest return on your investment? *
- Which goals were identified by you AND your outside assessment feedback group?
- Which goals have you been aware of but ignoring? Why?
- Which goals are uniquely associated with your life-stage?

* High ROI goals provide benefit in other areas of life beyond the goal itself. Getting in better shape physically could give you more energy for improvement in other areas of life. For example, growing your Identity Profile Self-Awareness will help you gain clarity on your life mission. Addressing a significant character issue will increase the odds you finish well and keep you in the "game."

Step 3: List Your Top 3 Growth Goals

Based on your reflection from Step 2, what are your top 3 growth goals:

- 1.
- 2.
- 3.

Step 4: Reflect on and Prioritize your Goals

Which of your top 3 growth goals is your highest priority, the top 1 of 3?

- 1.



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PLAN YOUR GROWTH WITH A PERSONAL GROWTH WORKSHEET

Once you have identified growth goals, flesh out your plan using this simple worksheet. See chapters 8-10 of *Grow Toward Your Dreams* for additional information about this process.

Name: _____ **Growth Cycle:** (the dates of your cycle)

1. Growth Area: A specific area for improvement based on the assessment process.

(Use this space to document which category of the assessment process your goal came from and the specific subset as appropriate. For example, Identity/Skills/Strategic Planning, or Legacy/Finishing Well/Relational Network)

2. Growth Goal: A specific description of the end result I am striving for in the form of an affirmation statement.

(Use this space to describe the outcome you want to see, not the activities you plan to do. Growth activities are almost never inherently motivating. It's the results that provide the motivation. When you read a good affirmation statement, you will think, "That's not true about me now (at least not completely), but I want it to be!")

3. Growth Activities: The specific combination of growth assets (people, resources and experiences) that will facilitate my growth in this area.

(Use this space to document the specific combination of growth assets you will need to engage to cause the affirmation statement to come true.)

4. Growth Partners: The specific people and accountability formats that I plan to use to keep me focused on this growth goal.

(Use this space to document the people you will invite to support your efforts, the questions you want them to ask you, along with the time frame and format for your interaction.)

5. Growth Appraisal: The time frame and evaluation process I will use to measure my progress and mastery with regard to this growth goal.

(Use this space to describe the time frame for your goal and specifically how you will know if your growth journey was successful.)



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ENDNOTES

1. I first discovered the life domains and questions from Tom Patterson, *Living the Life You Were Meant to Live* (Nashville, TN: Thomas Nelson Publishers 1998) pg. 86
2. The five Finishing Well Enhancements were identified by Dr. J. Robert Clinton and published in a number of his resources, including, the article, *Finishing Well*, available at <http://bobbyclinton.com/store/clinton-gold/finishing-well/>
3. This list of ultimate contributions was inspired by the work of Dr. J. Robert Clinton, as published in *Leadership Perspectives* (Altadena, CA: Barnabas Publishers, 1993), pg 117-124

Discover, optimize and unleash your potential with the Identity Profile Self-Awareness Tool (IPSAT).

The IPSAT is not a new assessment. It is a process designed to help you gain the maximum value from a bundle of existing assessments. We focus on your Identity Profile, the unique combination of personality, strengths, skills, personal values and passions.

The IPSAT and follow-up coaching session will help you:

- Gain confidence and clarity about how you add value to others and best contribute to a team
- Prioritize where you need to grow the most now
- Reveal self-defeating behaviors that could sabotage relationships or derail your influence with others

Visit myIPSAT.com to learn more and schedule a free consultation.

Interested in joining our team of certified IPSAT coaches?

All IPSAT coaching and coach training is virtual. Get certified in as little as sixty days. Contact us to learn how you can add the IPSAT to your coaching toolbox, pay for your training and earn over \$20,000 in just 50 IPSAT coaching sessions.

Get a Snapshot of your Team's Identity Profile with an IPSAT Team Report

The IPSAT Team Report gives you powerful insights into your team's personality, strengths, skills, personal values and passions. Any combination of IPSAT users in the same group can be combined in a Team Report. You may also request a virtual Team Leader consultation or onsite team retreat based on the IPSAT.

Visit myIPSAT.com to schedule a free consultation about an IPSAT Team Report.



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Once you have identified growth goals, flesh out your plan using this simple worksheet. You can download this PDF for free [here](#). See chapters 8-10 of *Grow Toward Your Dreams* for additional information about this process.

Name:

Growth Cycle:

1. Growth Area: A specific area for improvement based on the assessment process.

2. Growth Goal: A specific description of the end result I am striving for in the form of an affirmation statement.

3. Growth Activities: The specific combination of growth assets (people, resources and experiences) that will facilitate my growth in this area.

4. Growth Partners: The specific people and accountability formats that I plan to use to keep me focused on this growth goal.

5. Growth Appraisal: The time frame and evaluation process I will use to measure my progress and mastery with regard to this growth goal.