

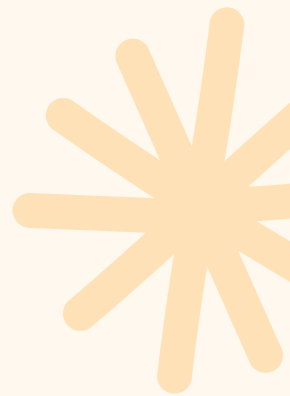
HR WANDERER TO

WARRIOR ASSESSMENT

DISCOVER YOUR HR LEADERSHIP STYLE

This assessment should be rated on a scale of 1 to 5, where a 1 does not describe you and your experience today at all and 5 describes it perfectly!

- 1** = Never/Not at all.
- 2** = Not as often as I would like, but I occasionally do this.
- 3** = Sometimes/about half the time.
- 4** = This is my goal, but I don't always reach it.
- 5** = Yes! Proud to say I do this consistently and am known for it.



Item	Score
1. You work with people who don't like HR, but you find a way to partner with them and accomplish great things anyway.	
2. You deliver difficult feedback to employees or coworkers when necessary, no matter how uncomfortable it may be.	
3. You get asked to take on projects that will be time-consuming, challenging, and emotional.	
4. When you attend a team or department meeting, you make it a point to ask at least one quality question in front of the group.	
5. You have a career mentor at work or in another company who you talk to routinely.	
6. You communicate in a way that would allow any employee to understand complex situations in simple terms.	
7. When employees ask to speak with you to share concerns, they do most of the talking.	



Item	Score
8. You pivot and change course as necessary because of an important shift in business priority.	
9. You remain stoic in the face of emotionally charged situations (even if later you need to cry or yell in the bathroom stall or go for a long walk after work to cool down).	
10. You choose to learn from mistakes, instead of giving up on yourself.	
11. When you receive negative or hurtful feedback, you find a way to press on toward your goals and respond with gratitude.	
12. You have career goals that are going in a different direction, or are taking far longer to achieve than you thought, but you still are taking actionable steps to achieve them.	
13. Each of your tasks has a clear, specific goal attached to it.	
14. You are able to explain to a business leader how the tasks that you do apply directly to a business objective.	
15. You are able to describe the return on investment (ROI) you achieved of your goals within the last twelve months.	
16. You read career-or-industry-related publications outside of work.	
17. You have taken an opportunity to mentor a new employee, or teach something new to a fellow employee.	
18. You hear from business partners that you are trustworthy.	



18 - 42: HR Wanderer

43 - 67: HR Wishful

68 - 90: HR Warrior®

SCORE