The Value Equation Self-Assessment

The true value you add is no longer just about your technical skills or your performance, and it is not dependent on larger economic conditions, good or bad. It is based on the value that you bring to your organization, the market value of your work, and the return on investment that you deliver, both economically and emotionally, now and into the future. Nearly all of these factors are within your control.

THE NEW VALUE EQUATION

Value Equation = Current Performance + Future Potential − (3×) Emotional Expensiveness

Rate yourself across all three on the pages that follow. Each statement is scored 1–5. Add up your ratings for each part, then bring the three totals together on the final page.

Part 1 · Current Performance. The simplest way to evaluate your current performance is to answer the question, "How am I doing today?" Rate yourself on whether or not you are delivering the results you have promised and the results the organization needs. Remember performance ratings do not rate your effort or dedication; they rate your actual results.

Part 2 · Future Potential. To get a sense of your potential, ask yourself, "Am I ready for what's next?" Are you keeping yourself up to date, are you growing and developing in direct proportion to the needs of your markets, your industry, and your customers? Are you staying relevant so that you can guarantee that you can perform in your position far into the future?

Part 3 · Emotional Expensiveness. The most crucial factor in the equation is emotional expensiveness, and in fact it actually has a multiplier. The emotionally expensive or overly dramatic person is draining. His or her dramatic existence is not neutral. It takes something away from everyone on the team and decreases morale.

This assessment measures the value you bring to your work, not your worth as a person. You must get clear about the value you truly bring to your organization. Be honest, and be sure to rate your actions, not your intentions.

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Part 1 · Current Performance

"How am I doing today?" Rate yourself on whether or not you are delivering the results you have promised and the results the organization needs.

Remember performance ratings do not rate your effort or dedication; they rate your actual **results**.

1 Not Meeting **2** Sometimes Meeting **3** Fully Meeting **4** Exceeding **5** Far exceeding expectations

1	I am consistent in my attendance.	1	2	3	4	5
2	The way I work creates positive results.	1	2	3	4	5
3	I improve each year to keep up with changing expectations.	1	2	3	4	5
4	As I make improvements, I do not, as a matter of course, expect more in return.	1	2	3	4	5
5	I am not continuing to take credit for accomplishments in past years.	1	2	3	4	5
6	I spend the majority of my time at work with top performers.	1	2	3	4	5
7	I continuously broaden my job description on my own initiative.	1	2	3	4	5
8	I set goals beyond those set for me by my supervisor.	1	2	3	4	5
9	I recently asked for feedback on my performance from others.	1	2	3	4	5
10	My performance compares favorably to those in my industry.	1	2	3	4	5

CURRENT PERFORMANCE ☐

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Part 2 · Future Potential

To get a sense of your potential, ask yourself, "Am I ready for what's next?" Are you keeping yourself up to date, are you growing and developing in direct proportion to the needs of your markets, your industry, and your customers? Are you staying relevant so that you can guarantee that you can perform in your position far into the future?

Be sure to rate your **actions, not your intentions.**

1 Not True	2 Sometimes True	3 Typically True	4 Very True	5 Completely True

1	I make an effort to learn as much as I can about changes that will affect me.	1	2	3	4	5
2	If I want something, I work hard to get it.	1	2	3	4	5
3	When something good happens to me, I feel it is because I've earned it.	1	2	3	4	5
4	Failure is a great teacher, and I work to extract its lessons.	1	2	3	4	5
5	I am an early adopter of new technology that can help me do my job better.	1	2	3	4	5
6	A person can change their personality and behavior patterns.	1	2	3	4	5
7	I work to change or improve regardless of whether my boss has identified a need.	1	2	3	4	5
8	For issues in the past three months, I can identify specific things I could have done differently.	1	2	3	4	5
9	I am involved in mentoring others.	1	2	3	4	5
10	I have participated in a development experience my organization didn't fund or arrange in the past year.	1	2	3	4	5

FUTURE POTENTIAL ____

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Part 3 · Emotional Expensivenes

The most crucial factor in the equation is emotional expensiveness, and in fact it actually has a multiplier. The emotionally expensive or overly dramatic team member is draining, and their dramatic existence is not neutral.

Emotionally Expensive team members blame their circumstances or others, resist change, and withhold their buy-in. One often overlooked source is the judgmental high performer, who is good at their role but judges everyone else and does little to help. Rate yourself **honestly**.

1 Not at all Accurate **2** Slightly Accurate **3** Moderately Accurate **4** Very Accurate **5** Extremely Accurate

1	I share my opinions regarding others' decisions and behaviors.	1	2	3	4	5
2	I need praise from others to be happy with my work.	1	2	3	4	5
3	I am defensive or dismissive when others provide me with feedback.	1	2	3	4	5
4	I believe I'm entitled to my opinions at work.	1	2	3	4	5
5	The way I feel comes through loud and clear to my coworkers.	1	2	3	4	5
6	I spend as much time talking about my colleagues as talking to them.	1	2	3	4	5
7	I have good days and bad days at work.	1	2	3	4	5
8	I only support initiatives I've been consulted on.	1	2	3	4	5
9	When I get angry at work, I express it indirectly to others.	1	2	3	4	5
10	I share my personal or family problems at work.	1	2	3	4	5

EMOTIONAL EXPENSIVENESS ☐

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Your Total Value Equation

CURRENT PERFORMANCE		FUTURE POTENTIAL		EMOTIONAL EXPENSIVENESS
_____	+	_____	-	3 x _____

TOTAL VALUE EQUATION
_____

If you have a positive number, congratulations. You are a reality lover, a drama defuser, and a sane, high value player. The time has come when you will get your just rewards, and you will soon be surrounded by fellow workers who are just as effective and happy as you are. You can actually multiply value with your number by defusing the drama of others. You neutralize caustic people and negate their costly behaviors. You are a role model for techniques and behaviors that create top value. You call others to greatness by your calm, nonreactive mode and by your example.

If you have come up with a negative number for value, congratulate yourself for being honest. By facing your reality, you will improve. If you are looking at a negative value right now, know that you are far from alone. In fact, **58 percent** of those who have been receiving high performance ratings scored negative numbers when first evaluated with the New Value Equation.

What if you are a zero? What if you are a zero? If you are used to being a 5 in the old system, it can be hard to be proud of your zero in this new system, in which even a 1 or a 2 is a rock star. If you are a zero, rest assured it's actually a great number and a great starting point. It's far better to be a zero who is fully accountable for how you got there than a 5, or even a 3, who is deluding yourself. In fact, zeros are some of the happiest and most peaceful people out there.

From this neutral place of zero, you can go onto add real value by focusing on improving yourself and not your circumstances. Imagine going home at the end of the day knowing that you and your employer are even. You leave feeling pride in the work you did, confident that you served well, did your best, lifted people up, and added little drama or strife to the workplace. You gave your best, which is getting better all the time. You are energized by the difference you made, the impact you had, and by what you learned. You have given freely of your gifts, no strings attached. No negative feelings, just gratitude and pride. Your employer is thrilled as well, feeling that you performed well, you're a good deal for the present and a great bet for the future, as you grow and continue to learn.

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