

## ILP INTEGRATION SELF-ASSESSMENT

Name: \_\_\_\_\_ Date: \_\_\_\_\_

Module	Category	Description	Score
<b>Learning &amp; Practice</b>	<b>Key Concepts</b>	Acquired versus Adaptive Learning	
		Knower versus Learner attitude	
		Feedback loop	
		Socially defined versus Self-authoring	
		Approaches to practice (Dabbler, Hacker, Obsessive, Mastery)	
	<b>Practice/Skills</b>	Escape The Drama Triangle.	
		Journal performance.	
		Obtain and learn from feedback.	
		Cultivate a Learner attitude.	
<b>Meaning</b>	<b>Key Concepts</b>	Vision	
		Values	
		Purpose	
	<b>Practice/Skills</b>	Walk your talk.	
		Craft and communicate directional statements (vision, purpose, values). Practice alignment.	
<b>Attention Management</b>	<b>Key Concepts</b>	Attention Zones Model™ (Proactive, Reactive, Distraction, Waste)	
		Counterproductivity of multitasking	
	<b>Practice/Skills</b>	Be aware of which zone you are in.	
		Eliminate distractions and waste by asserting boundaries and raising standards.	
		Be more proactive.	
		Focus on one thing at time.	
		Practice weekly focusing.	
		Use time blocks.	
		Set and keep appointments with yourself.	
<b>Execution</b>	<b>Key Concepts</b>	Execution <i>on</i> the business and execution <i>in</i> the business	
		Making deliberate trade-offs	
		Personal productivity	
		Disciplined process	
		Committed Action	
	<b>Practice/Skills</b>	Prioritize (use the 2X2 Priority Matrix).	
		Stay organized (workflow management/GTD); manage energy and attention.	
		Practice project planning and project management.	
		Make effective requests, give committed responses, and manage breakdowns.	

## ILP INTEGRATION SELF-ASSESSMENT

Module	Category	Description	Score
<b>Conscious Communication</b>	<b>Key Concepts</b>	Intent versus Impact	
		Presence	
		Ladder of Inference	
		Communication modes (negotiation, discussion, debate, dialogue, listening, etc.) and the pros and cons of each	
		Facts versus perceptions	
	<b>Practice/Skills</b>	Tell yourself stories (Ladder of Inference practice).	
		Practice active listening.	
		Distinguish facts from perceptions.	
		Practice internal presence (mindfulness) and external presence.	
		Practice framing.	
		Balance advocacy and inquiry.	
		Use the feedback formula (SBI) to deliver constructive feedback.	
		Use the feedback formula (SBI) to deliver positive feedback (Ongoing Regard).	
<b>Understanding People</b>	<b>Key Concepts</b>	Worldviews/value sets/mindsets	
		Achiever worldview, Traditional worldview, Pluralistic worldview, Power-centric worldview	
	<b>Practice/Skills</b>	Recognize and cultivate access to all four mindsets.	
		Recognize and appreciate all four mindsets in others.	
		Frame communication in terms of different motivations.	
		Translate messages into different “dialects.”	
<b>High Performance Teamwork</b>	<b>Key Concepts</b>	Teams versus groups: pros and cons	
		From compliance to collaboration	
		Obstacles to High-Performance Teamwork	
		Five capacities to cultivate	
	<b>Practice/Skills</b>	Cultivate trust.	
		Practice self-disclosure.	
		Consciously communicate emphasizing dialogue, balancing advocacy and inquiry, and active listening.	
		Practice alignment.	
		Practice mutual accountability (accountability conversations).	
		Stay focused on collective results.	

## ASSESSMENT SCORING KEY

### Key Concepts

1. I don't yet really understand this concept.
2. When I read about this concept, it makes sense. But I can't explain it or cite examples of the concept in action.
3. I can apply this concept and remember at least one example of the concept in action.
4. I feel comfortable teaching this concept to others and can cite numerous examples from my own experience of the concept in action.
5. I spontaneously integrate this concept into my thinking and behavior without deliberate effort.

### Core Practices and Skills

1. I haven't fully executed this practice or skill even one time.
2. I have practiced at least a little but I can't explain it or give one example of what doing this practice or using this skill looks like in action.
3. I can do this to some extent and describe what this looks like in action.
4. I use this practice or skill regularly and can cite numerous examples from my own experience of how it looks in action.
5. I spontaneously integrate this practice or skill into my thinking and behavior without deliberate effort.