**INITIATING RELATIONSHIPS**

**SELF-ASSESSMENT**

Please rate how often you behave as described from 1 to 5 using this scale:

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 1 \_\_\_\_\_\_\_\_\_\_\_ | | 2 \_\_\_\_\_\_\_\_\_\_\_ | | 3 \_\_\_\_\_\_\_\_\_\_\_ | | 4\_\_\_\_\_\_\_\_\_\_\_ | | 5 |
| Never | Rarely | | Sometimes | | Often | | Always | |

|  |  |
| --- | --- |
|  | I seek information about developing my future career from people whom I consider Important. |
|  | I seek help from people who have the skills I need to develop. |
|  | I look for feedback on my performance from people at work. |
|  | I keep in regular contact with people who are important for my personal and professional development. |
|  | I try to develop relationships with people I can learn from. |
|  | I try to help others when I have the opportunity. |
|  | I seek out senior colleagues, peers, or professional associates to discuss my career development. |
|  | TOTAL |
|  | Tally your score:  7-14 It would benefit your career and the careers of those around you to initiate and foster more developmental relationships.  15-27 You make efforts to seek and provide developmental assistance, although you may not always follow up or consistently touch base with people who are important to you.  28-35 You are highly aware of the importance of developmental relationship initiation, both seeking and contributing developmental assistance. |

Murphy , Wendy and Kram , Kathy. *Strategic Relationships at Work: Creating Your Circle of Mentors, Sponsors, and Peers for Success in Business and Life*. New York: McGraw-Hill Education, 2014.