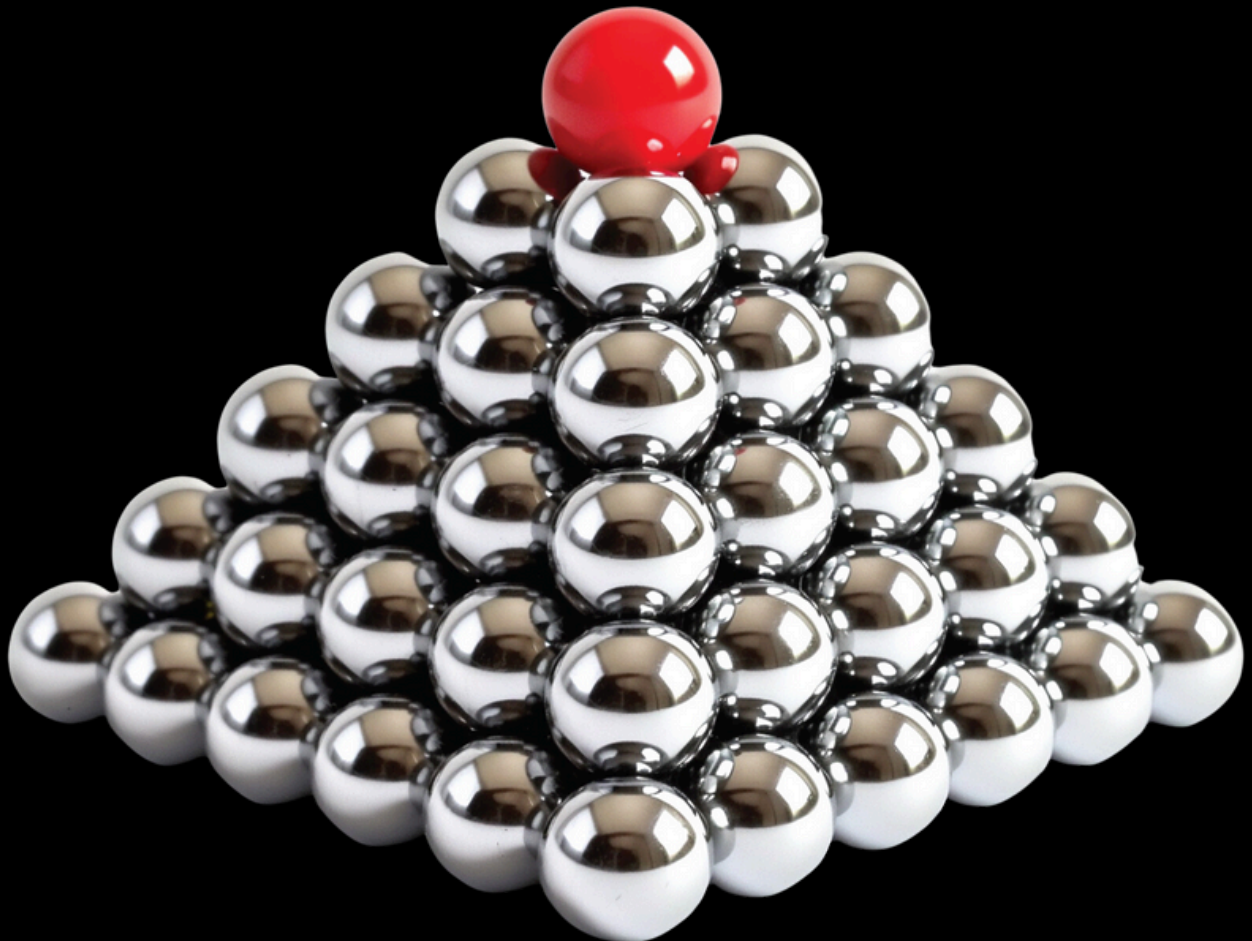


INFLUENCE

ELEVATED

MAXIMIZING YOUR CONNECTION
Monday to Monday[®]

— IQ ASSESSMENT —



STACEYHANKE[®]INC

IMPACT IQ INVENTORY

I believe that:

- a. People need strong supervision and oversight in order to accomplish the goals and standards of my organization.
- b. It's my responsibility to shape the needs and mindsets of my team to fulfill our objectives.
- c. Everyone should have a voice and vote in the direction and focus of the organization, regardless of title or org chart.
- d. My job is to get out of the way of the quality people we've hired and let them do what they do best in the way they like to do it.
- e. The carrot-and-stick approach of reward and punishment is the most effective tool to lead a team.
- f. It's my job to take care of my employees.

I believe my greatest strength is:

- a. My ability to hold people accountable.
- b. Helping people adapt their way of thinking to one that is empowered and on goal.
- c. My ability to create an extremely inclusive environment where people believe they are heard and that they matter.
- d. Allowing people to shine where they are gifted.
- e. Creating a motivating environment in which wins are highly valued and celebrated and mistakes are strongly corrected to keep quality and accountability high.
- f. The care I have for my team, including their personal lives, dreams and ambitions.

The biggest mistake I see other leaders make is:

- a. Assuming people are getting their work done...or assuming people are working at all without strong oversight.
- b. Allowing too broad a sweep of approaches and ideas, instead of keeping the team cohesive in their thoughts.
- c. Not engaging their people for their thoughts and experiences, and getting too caught up in titles.
- d. Interfering too much or imposing structures on people that might not work.
- e. Not offering clear incentives and consequences for workplace performance and behavior.
- f. Not caring about their people, and not being involved in their development.

I think my team follows me because:

- a. I'm consistent in my expectations and policies.
- b. I create cohesiveness in thought and am always willing to coach.
- c. I work to collaborate with every team member, regardless of title or experience.
- d. I let them run, and I respect the ways in which they believe they work best.
- e. I make rewards and consequences clear.
- f. My team and clients know that they are cared for and are valuable.

IMPACT IQ INVENTORY

I think my influence should primarily be used to:

- a. Execute initiatives, eliminate excuse, and develop and maintain the SOPs that get us there.
- b. Move people to see our initiatives from my perspective.
- c. Create a culture where people feel seen and heard in the innovations and decisions we're making for the organization.
- d. Find the best people and get out of their way.
- e. Stretch people to achieve company goals quickly and on time.
- f. Convey to others that they matter and that we are working together on work that improves lives, including our personal well-being.

The biggest challenge I see in today's work culture is:

- a. Making sure policy and procedures are being followed to ensure the strongest outcomes.
- b. Getting everyone on the same page.
- c. Making sure everyone has a voice, even if they're not generally at in-person meetings and events.
- d. Policies and procedures that would interfere too much with employees' work styles to the detriment of innovation and creativity.
- e. Accurately tracking accountability toward goals.
- f. Continuing to maintain work/life balance in the variety of ways in which we work today.

What most strongly influences me in professional settings is:

- a. Someone who has clearly defined ways for how things should be done.
- b. Someone who has a clear vision for where they are heading and can persuade me to get onboard.
- c. Someone who includes me in discussions about ideation and decisions, regardless of where we each sit on the org chart.
- d. Someone who trusts me to get my work done in the manner and time in which I see fit and best operate.
- e. Someone who extends desirable rewards for my productivity and performance.
- f. Someone who is more interested in me as a person overall than just my contribution to the organization.

IMPACT IQ INVENTORY

TABLE

To score your assessment, simply tally how many “a” answers you circled, how many “b” answers, etc. Once you’ve completed that, circle the letter that you have the most answers for. Let’s say you have four “c” answers, one “a” answer, and two “f” answers. You would circle “c” in the left-hand column since that is the one with the most of your answers.

ANSWERS	
a	
b	
c	
d	
e	
f	

LETTER	Impact IQ Type
a	Imperative Influence
b	Inspiring Influence
c	Egalitarian Influence
d	Autonomous Influence
e	Arbitrative Influence
f	Altruistic Influence

IMPACT IQ IN ACTION

Your Impact IQ Style	Your Observations About Today's Work Culture	Specific Areas of Challenges with Your Team	Strengths of Your Impact IQ Styles	Areas to Consider

<p>What in today's work environment are the hardest for me to accept? Why?</p>	
<p>What strengths from other Impact IQ types could help me bridge this gap?</p>	
<p>What are three simple steps I can take to help elevate my influence with my team?</p>	
<p>What are my non-negotiables? What am I willing to accommodate?</p>	