**LEVEL 3: SUGGESTED ASSESSMENT QUESTIONS**

**Note to Client Learning Team:**

*The following provides an opportunity for you to further assess the application of learning on daily business activities. You’ll find there are two types of survey questions. Quantitative questions help measure change over time and provide a quick snapshot of Fierce program behavioral changes. Qualitative questions (noted in parentheses below) provide valuable anecdotal information on the impact of Fierce training on your employees. These are also a great way to gather testimonials to share out with leadership when you report out the impact of Fierce programming on business outcomes.*

**Survey and Qualitative Assessment:**

**Rating Scale: Not at all/1-2 times/3-5 times/more than 5 times**

**Individual Assessment**

1. I have practiced the 4 objectives of a Fierce conversation in the past month. (Which ones)
2. I have practiced the 7 principles of a Fierce conversation in the past month. (Which ones)
3. I have improved a work relationship by remembering the concept, C=R (the conversation is the relationship). (Say more)
4. I have
5. I have tackled a tough challenge in the past month with some Fierce concepts. (Say more)
6. My leader has actively supported me by engaging me in Fierce Conversation concepts. (Say more)
7. I have opportunities to experiment with the Fierce concepts in my weekly work activities.
8. My teammates have actively supported me when I test some of the Fierce concepts in our working relationships.
9. I have used a Fierce concept to influence an outcome. (Say more)
10. What have I started, stopped, or continued doing in relation to the Fierce concepts?

**Leadership Support**

1. In the last 30 days, how often did you have a conversation with your manager about applying the Fierce principles you’ve learned so far? (Say more)
2. In the last 30 days, how often did your manager ask you questions about the Fierce training? (What was the result?)
3. In the last 30 days, how often did you engage your team members in conversation about Fierce concepts? (Say more)

**Survey Assessment:**

**Rating Scale (Not yet/Rarely/Sometimes/Often/Everyday)**

**Foundations**

1. How often do you utilize these concepts in your conversations?
   1. Interrogate Reality
   2. Provoke Learning
   3. Tackle Tough Challenges
   4. Enrich the Relationship
2. How often do you practice these mindsets in your conversations?
   1. Master the courage to interrogate reality.
   2. Come out from behind yourself, into the conversation, and make it real.
   3. Be here, prepared to be nowhere else.
   4. Tackle your toughest challenge today.
   5. Obey your instincts.
   6. Take responsibility for your emotional wake.
   7. Let silence do the heavy lifting.

**Team**

1. How often do you utilize the Beach Ball Prep Form prior to starting a meeting?
2. How often have you run a Beach Ball Meeting?
3. How often have you gathered multiple perspectives on important decisions in the last 30 days?

**Delegate**

1. How often have you used the Delegation Tree Model to clarify responsibilities?
2. How often have you reviewed your weekly assignments to ensure they are the best use of your time?
3. How often have you used the Delegation Tree Model to identify where you can free up your time?

**Coach**

1. In the last 30 days, how often have you used the Mineral Rights Coaching Model to problem solve for yourself?
2. In the last 30 days, how often have you used the Mineral Rights Coaching Model to problem solve for others?

**Feedback**

1. How often have you utilized the Fierce Feedback model to share important feedback to your colleagues?
2. How often have you asked for feedback in the last 30 days?
3. How often have you given feedback in the last 30 days?
4. How often have you given praise in the last 30 days?

**Confront**

1. How often have you utilized the 60 second confrontation statement in the last 30 days?
2. How often have you had confrontation conversations in the last 30 days?
3. How often did you utilize the skills learned in Fierce Confront to manage those confrontation conversations?

**Accountability**

1. How often have you fallen into the victim mindset in the last 30 days?
2. How often have you expanded your context when challenges arise?
3. How often have you coached others out of the victim mindset into the accountability mindset in the last 30 days?

**Negotiation**

1. In the last 30 days, how often did you have to influence a decision?
2. How often have you used the CLiCK Model in the last 30 days?
3. How often have you used the Negotiations Prep form in the last 30 days?