

## CHARISMA QUOTIENT: A SELF-AWARENESS QUESTIONNAIRE

*Please put a check next to any of the items below that typically describe you. Be as honest as you can with yourself. Consider feedback you have received.*

1. I am able to discuss my accomplishments well.
2. I give specific feedback to individuals readily.
3. I give credit for contributions to task performance, goal attainment, and my learning-development in public.
4. People often comment that I am attractive, energetic, and alive.
5. People say I have a warm smile and infectious laughter.
6. I always do my best and I expect the same from others.
7. When we have a job to do, I am in there with everyone else, doing my part.
8. When I present information, I am very aware of the vibe in the audience.
9. When I describe my ideas I get highly animated and my energy increases.
10. I can and do clearly present my main idea to people willing to listen.
11. I make a determined effort not to judge people until I've heard what they have to say.
12. I believe other people's behaviors make sense from their perspective.
13. I use metaphors, stories, jokes, analogies and/or anecdotes when I'm trying to communicate my ideas or convince people to do something.
14. I listen to people without interrupting them.
15. I often repeat back the key ideas people share with me just to make sure I have really understood them and they know it.
16. I make it a point to remember people's names and I use them in conversation.
17. I have been known to step out of my comfort zone and take risks – relational, creative, or behavioral.
18. I know that I can't do it by myself. I always give credit and thank the people who help me accomplish a task or goal.

*Now tally your "Yeses" to each of the above questions using the grid below.*

Adapted from Leadership Challenge by Kouzes and Posner by Robin Denise Johnson, Ph.D.  
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### Scoring Sheet

Item #	Yes?	Item #	Yes?	Item #	Yes
1		2		8	
4		3		11	
5		6		12	
9		7		14	
10		17		15	
13		18		16	
<b>Total</b>		<b>Total</b>		<b>Total</b>	
<b>Motivate</b>		<b>Exemplify</b>		<b>Empathize</b>	