

GRABBSS Leadership Self Assessment

Although the GRABBSS scan can be started in any number of places, for purposes of order we will follow the sequence that the acronym gives us. Any one of the examples included here can and should be approached from a variety of GRABBSS angles. The listed questions are representative ones based on our experience; they can be changed to fit individual situations.

GOALS

Self-directed Questions for Leader Level of Capacity (Lowest to highest)

- Do I understand the process of goal setting? 1 2 3 4 5
- Am I able to generate goals out of a learning experience? 1 2 3 4 5
- Do I help the group set and/or clarify its goals? 1 2 3 4 5
- Am I responding to and "visiting" the goals of the group? 1 2 3 4 5
- Am I projecting my goals or needs onto the group? 1 2 3 4 5
- Have I made a personal commitment to involve myself in this group? 1 2 3 4 5
- Am I able to let the group work on its goals without interfering inappropriately? 1 2 3 4 5

READINESS

Self-directed Questions for Leader Level of Capacity (Lowest to highest)

- Have I assembled the appropriate materials and equipment? 1 2 3 4 5
- Am I trained to do the task? 1 2 3 4 5
- Is my group trained to do the task? 1 2 3 4 5
- Are my colleagues trained, ready and willing to do the task? 1 2 3 4 5
- Have I done a thorough safety check, of group's skills? 1 2 3 4 5

AFFECT

Self-directed Questions for Leader Level of Capacity (Lowest to highest)

- Do I know how am I feeling (angry, fearful, pained, shameful, joyful, affectionate, empathetic, charged, lethargic, peaceful, irritated)? 1 2 3 4 5
- Are my feelings appropriate? 1 2 3 4 5
- Am I able to respond to the emotional or nonverbal messages of the group? 1 2 3 4 5
- Am I able to have fun? 1 2 3 4 5
- Am I comfortable with silence? 1 2 3 4 5

- Do I work toward establishing "common ground"?
- Do I use intuition?

BEHAVIOR

Self-directed Questions for Leader Level of Capacity (

- How am I acting (thoughtful, impulsive, observant, controlling, empowering)?
- Am I able to learn from my mistakes?
- Do I have good boundaries?
- Am I projecting my opinions onto the group?
- Am I transferring what I saw in a previous individual or group to this individual or group?

BODY

Self-directed Questions for Leader Level of Capacity (

- Am I comfortable in my body?
- Am I in acceptable physical shape?
- Am I overextended?
- What kind of rest have I had?
- What are my dependencies or addictions, and do I have a handle on them?

SETTING

Self-directed Questions for Leader Level of Capacity (

- What influence does the meeting place have on the operations of the group?
- Am I able to respond positively to cultural issues, or do I act with prejudice?
- Am I taking into account the impact of the systems in which the participants interact?
- Is the weather having an impact?

STAGE OF DEVELOPMENT

Self-directed Questions for Leader Level of Capacity (

- Do I understand and use control-to-empowerment techniques?
- Am I aware of, and do I take into account, the group's stage of development?