



Let's have some fun. Complete this assessment to see how you score. If you have any questions or comments, leave them for me at www.ParoneGroup.com/contact. Enjoy!

WINX ASSESSMENT

Some naturally practice the types of problem-solving and decision-making practices that WIN EXPONENTIALLY. However, many of us need to work harder. *But* regardless of where you are, know that it is something that can be learned. It's a skill. Each of us is at our own level and let's face it, we can all improve! So how do we know if we're pursuing problems as opportunities to WIN exponentially? In a purposeful way?

The self-assessment below will help you find your place on the continuum. It's based on the beliefs, strategies, and behaviors of those who are already consciously making WINX decisions and solving problems.

DIRECTIONS: Read each question and rate how often you practice these behaviors. There are no right or wrong answers. You won't be graded, so answer them honestly, and don't overthink it!

Questions	Never 1	Seldom 2	Occasionally 3	Often 4	Always 5
I am adept at crafting problem statements.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My team and I are clear that a NO decision is a decision.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am great at identifying root causes of problems.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am adept at understanding that feedback is a valuable opportunity to consider creative processes.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I know multiple ways or opportunities for problem-solving.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Questions	Never 1	Seldom 2	Occasionally 3	Often 4	Always 5
My team and I continually search to find winning options that support my customers, employees, and bottom line.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My team and I respect and value feedback, even if we don't always agree.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My team and I know how to say NO to feedback, without hurting feelings or stopping future ideas.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I understand that WINX does not mean losing for me, regardless of my role.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My team (or I) know how to present well-thought-out strategies to solve problems.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I choose to create a WINX environment regardless of my role.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My team and I understand that each decision takes future action to ensure efficiency and effectiveness.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I respond quickly to the requests and needs of my customers, employees, and company.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am aware of the results of my problem-solving process to constantly improve my support of others.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My team and I understand it is important to make a positive difference in my organization and our shareholders.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I believe that anything is possible with the right team.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Questions	Never 1	Seldom 2	Occasionally 3	Often 4	Always 5
Regardless of my confidence in the decisions I make, I prepare for the consequences.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My team and I believe we can create long-term WINNING outcomes by considering the needs of others.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Once a decision is implemented, my team and I are great at scheduling to follow up to check effectiveness.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I believe people are my most creative resource.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

TOTAL SCORE: _____

Phase	Description
Novice (20-44)	You're an entry-level decision maker. You've probably struggled with many outcomes. Despite misgivings you might have about your abilities to make sound decisions, don't give up. It is a learning process!
Problem Solver (45-64)	You are a true problem solver. You recognize potential outcomes. You may even have various ideas to prevent future problems. Revisit your focus on what matters most, and working through the problem solving steps. You'll begin to experience the beneficial habits that create winning opportunities.
Strategic WINX Problem Solver (65-84)	You've moved well beyond traditional problem solving and entered the realm of creativity. You are instinctively doing the right things. The next step is to broaden your skills into a systematic approach for even greater WINX success.
WINX Problem Solver and Decision-Making Expert (85-100)	You're a top-level decision maker. You most likely have a high-performance position. You use your shareholders to amplify your options, and consider various concepts outside your level of comfort. Refresh, refine, and further extend your decision-making skills and processes to ensure you are considering, and supporting as best as you can all stakeholders!

Great job! Now document your score, and revisit it on occasion as you practice the WINX model. Have each member of your leadership team do the same.