

# STRIVE DIAGNOSTIC

*FAQ + Reference Guide*



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# Congratulations!

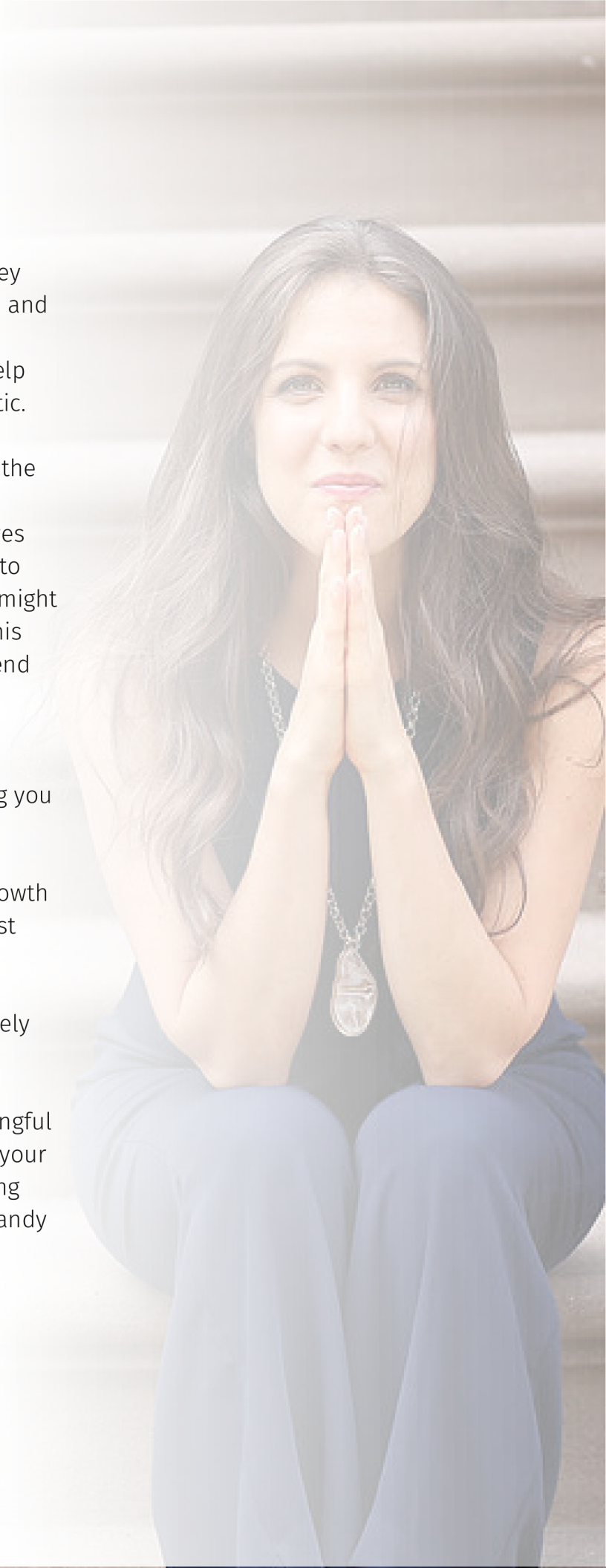
You've completed a major step in your journey toward becoming a more resilient, confident, and more impactful Sensitive Striver. This guide contains information and context that will help you get the most out of your STRIVE Diagnostic.

Before we dive in, it's important to note that the report you'll receive is not intended to be an exhaustive, in-depth analysis. Instead, it serves as a valuable snapshot, offering a glimpse into your current strengths and areas where you might benefit from greater balance. You will take this diagnostic at the beginning, mid-point, and end of our work together. The purpose is to:

- Discover and assess how your unique qualities as a Sensitive Striver are serving you (or getting in your way)
- Identify your biggest opportunities for growth so you can prioritize what will be the most impactful area to work toward next
- Navigate our work together more effectively and get the most out of the experience

Our most significant explorations and meaningful discussions about your STRIVE qualities and your diagnostic results will happen during coaching sessions. This guide is meant to serve as a handy reference and preparation tool as we delve deeper into your unique experiences and challenges.

Let's dive in!



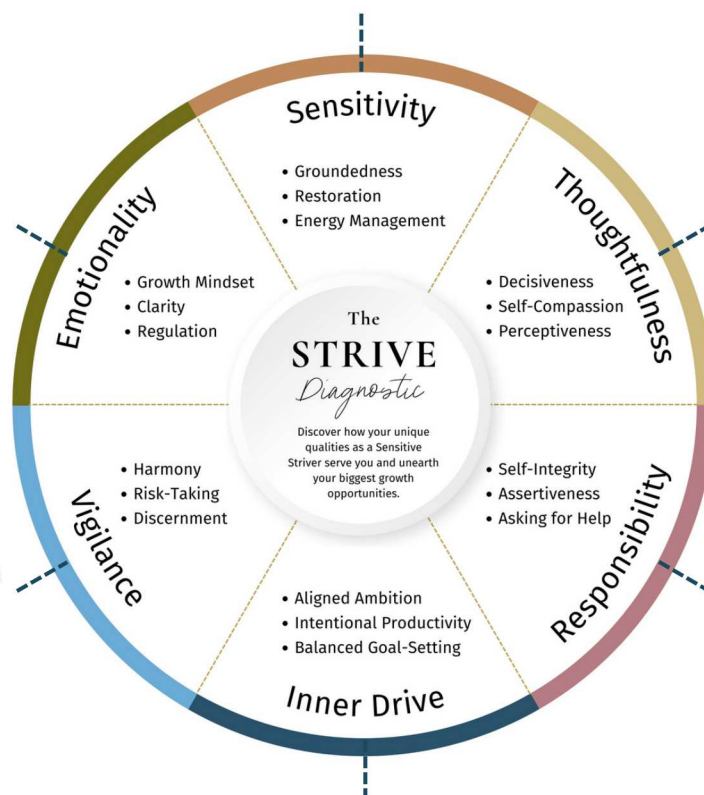
# Quick Refresher

Drawing from over a decade of coaching experience as well as research on high-sensitivity and high-performance, I designed the STRIVE Diagnostic to define the distinct qualities that Sensitive Strivers possess to not only equip you with language and structure to harness your strengths and address your challenges more effectively.

Your **nervous system response** to what's happening within you and around you. When balanced, you're able to remain calm and composed, even under pressure. When unbalanced: you may feel tense, anxious, or be slow to relax.

**You experience and expression of your feelings.** When balanced, you're empathetic, connect with others, and use your emotions as signals to understand yourself. When unbalanced, you get stuck in the intensity of unhelpful reactions.

Your **awareness of and attunement to subtleties and nuances** in your environment. When balanced, you pay attention to cues and use that to inform your actions for the better. When unbalanced, you're drained by high-alertness and may imagine danger where there is none.



Your ability to think **deeply and be observant and perceptive.** When balanced, you're able to be reflective and access your intuition to make informed choices. When unbalanced, can lead to overthinking, worrying, and doubt.

Your **sense of commitment and accountability** toward others and yourself. When balanced, you're dedicated but with strong boundaries. When unbalanced, you sacrifice your well-being for others.

Your **internal motivation to pursue goals, achieve more, and be the best version of yourself.** When balanced, you prioritize meaningful-and-manageable work. When unbalanced, you set too many goals and aim for an unrealistically high bar for success.



## Understanding STRIVE Diagnostic Results

Within fifteen minutes of taking the online assessment, you'll receive your results via email.

As you look at your results, remember, **there is no right or wrong, or good or bad. It's data.** Approach your results with an open and non-judgmental mindset. The ultimate goal is for you to have more awareness of who you are and be able to respond to situations in a way you feel proud of you.

Similarly, your results reflect your STRIVE qualities **at the particular moment you took the assessment.** They are not static, and you have the power to shape and develop these qualities over time.

At the top of the report you will see your **"baseline" score.** This represents your current level of balance across the six STRIVE qualities. For example, if your baseline score is 50%, it means, on average, you answered 5's on the questions.

Your baseline score serves as a point of comparison for your future diagnostics. As you progress and work on enhancing specific qualities, you'll see your subsequent scores listed to the right of your initial baseline, as shown below.

### The STRIVE Diagnostic

Discover how your unique qualities as a Sensitive Striver are serving you, and unearth your biggest opportunities for growth.

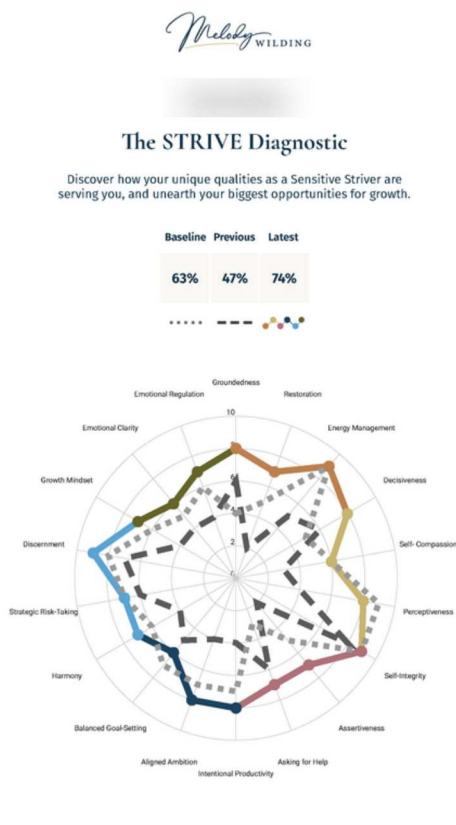
Baseline Previous Latest

62%

74%

79%

Below your baseline score, you will see your results for **each component visualized as a spider graph**. Each component is represented by a point on the graph, and the distance from the center of the graph to each point indicates your score for that quality. The further the point is from the center of the circle, the higher your score (and the higher your degree of balance in that area). When you look at the spider graph, pay attention to the balance or imbalance among the points. It's common for your graph to look "spikey," especially early on in coaching.



		Baseline Spring 21	Previous Winter 22	Latest Spring 23	
<b>Sensitivity</b>	<b>Groundedness</b>	I'm able to center myself during stressful moments.	4	6	8
	<b>Restoration</b>	I get enough downtime and rest.	5	2	7
	<b>Energy Management</b>	I have habits and routines to manage my energy.	9	5	9
<b>Thoughtfulness</b>	<b>Decisiveness</b>	I practice making decisions confidently and efficiently by trusting my judgment.	5	6	8
	<b>Self-Compassion</b>	I can manage doubts and insecurities in order to focus and take action.	6	3	6
	<b>Perceptiveness</b>	I'm able to spot patterns in the workplace and synthesize insights in a creative way that adds value to my team or company.	9	4	8
<b>Responsibility</b>	<b>Self-Integrity</b>	When I make a commitment to myself, I keep it and follow through.	9	8	9
	<b>Assertiveness</b>	I'm able to respectfully say "no" to projects, people, and situations without worrying that I'm being rude or mean.	5	2	7
	<b>Asking for Help</b>	I ask for help and support when I need it, instead of powering through and playing the superhero.	3	6	7
<b>Inner Drive</b>	<b>Intentional Productivity</b>	I spend most of my time on high-leverage work.	7	4	8
	<b>Aligned Ambition</b>	I create goals based on what sounds fun, exciting, or inspiring to me.	7	4	8
	<b>Balanced Goal-Setting</b>	My goals and commitments are realistic and attainable in the context of my other life areas.	7	5	6
<b>Vigilance</b>	<b>Harmony</b>	I balance my own needs with those of the people around me.	6	4	7
	<b>Strategic Risk-Taking</b>	I take calculated-and-strategic risks in my career that help me advance.	7	6	7
	<b>Discernment</b>	I'm mindful and selective about putting myself in professional environments and situations that work best for me.	8	7	9
<b>Emotionality</b>	<b>Growth Mindset</b>	When I face challenges, I see them as an opportunity for growth and learning.	6	4	7
	<b>Emotional Clarity</b>	I'm able to gain perspective and clarity with my emotions.	5	4	6
	<b>Emotional Regulation</b>	I can handle strong, challenging emotions and maintain my emotional equilibrium.	6	4	7

To the right of the spider graph, **you'll find the component questions listed out with your scores.** We'll explore the reasons behind your scores and discuss strategies in our coaching sessions. For now, consider what you're learning about yourself.

Finally, on the second to fourth pages of your results, **you'll find your open-ended responses to each question**, which offer an opportunity for deeper self-reflection. They provide insights into the thought processes, beliefs, and behaviors that underlie your answers to the assessment questions. Exploring these responses can help you uncover hidden patterns and gain a more profound understanding of your results. This level of personalization can guide our coaching sessions to be more tailored and effective.

Plus, tracking your open-ended responses over time allows you to see your progress and evolution. As you work through the coaching program, you may notice shifts in your thinking and mindset, which can be incredibly motivating and affirming. It's another meaningful way to measure your growth.

	Baseline	Previous	Latest
<b>Groundedness</b>	I am grounded in my values and beliefs, and I am able to stay focused on my goals and priorities.	I am grounded in my values and beliefs, and I am able to stay focused on my goals and priorities.	I am grounded in my values and beliefs, and I am able to stay focused on my goals and priorities.
<b>Restoration</b>	I am able to take time for myself and recharge my energy, and I am able to handle stress and pressure effectively.	I am able to take time for myself and recharge my energy, and I am able to handle stress and pressure effectively.	I am able to take time for myself and recharge my energy, and I am able to handle stress and pressure effectively.
<b>Energy Management</b>	I am able to manage my energy levels and avoid burnout, and I am able to stay motivated and energized throughout the day.	I am able to manage my energy levels and avoid burnout, and I am able to stay motivated and energized throughout the day.	I am able to manage my energy levels and avoid burnout, and I am able to stay motivated and energized throughout the day.
<b>Decisiveness</b>	I am able to make decisions quickly and confidently, and I am able to take action on my goals and priorities.	I am able to make decisions quickly and confidently, and I am able to take action on my goals and priorities.	I am able to make decisions quickly and confidently, and I am able to take action on my goals and priorities.

All in all, the combination of quantitative scores, spider graphs, and open-ended responses creates a holistic view of your current state. It enables us to address your challenges and strengths from multiple angles, ensuring a comprehensive and effective coaching experience.



## FAQs

### **Q: I FEEL DISCOURAGED ABOUT HOW LOW MY RESULTS ARE. ANY WORDS OF WISDOM?**

It can be disheartening to see lower scores on your assessment, but your results are not a judgment of your worth or character. They are simply data points. Think of them as directionals, guiding you toward areas where you can focus on personal and professional growth. Instead of overwhelming yourself by focusing on everything, you can now be more selective about where you devote your energy in order to see the best results.

Also keep in mind that assessments like this are subjective. They're based on your self-perception, which can vary over time and in different situations. It's important to consider the context in which you completed the assessment. If you were feeling stressed or overwhelmed at the time, it could have influenced your scores. Conversely, if you were in a positive and confident state of mind, your scores might have been higher.

Rather than dwelling on the numbers, try to embrace them as valuable information that highlights areas for potential growth and improvement. Use this data as a starting point for your coaching journey, where we'll work together to help you build confidence, overcome challenges, and achieve your goals. Remember, assessments are tools for insight and progress, not beating yourself up.



## **Q: WHAT IS THE AVERAGE BASELINE SCORE?**

The average baseline score can vary widely, and it's important to understand that there's no one-size-fits-all "normal" score. If someone were to answer every question with a perfect 10, they would achieve 100%, but in practice, this rarely happens. In fact, in over a decade of coaching, I've never seen it happen!

In my experience working with new clients, the average baseline typically falls in the range of 45% to 55%. This means that, on average, clients rate themselves between 4.5 and 5.5 across the components.

I get it. It's natural to want to gauge how you compare, but your journey isn't about them – it's about you. It's much more productive to focus your efforts on your unique path versus sizing up how you stack up against others.

## **Q: HOW MUCH SHOULD I EXPECT MY SCORES TO IMPROVE FROM DIAGNOSTIC TO DIAGNOSTIC?**

Short answer? It's personal. It hinges on various factors such as your starting point, your areas of emphasis, the time and energy you invest, and the challenges you might be facing in your work and life at that moment.

To set some ballpark expectations, on average, we typically observe an improvement of about 5-10% percentage points between assessments. However, this figure can vary significantly from person to person.

Here's a valuable tip: investing time in providing detailed comments during the assessment will pay off. When clients retake the diagnostic, they find the open-ended responses invaluable for tracking their progress over time. So, while the percentage improvement is a useful metric, the qualitative data often paints a richer picture of your growth.

## Q: HOW DO I FIGURE OUT WHAT AREA TO WORK ON IMPROVING FIRST?

Ultimately, it's up to you, and we'll work together to figure out what makes sense, but here are three approaches that we've found are most effective. You can select one or combine them.

- **FOCUS ON THE LOWEST SCORE.** The most common approach is to begin with the component that received the lowest score in your assessment. This makes sense because it indicates an area where you might have the most room for growth. However, if multiple areas are tied for the lowest score, you may want to use one of the other methods listed.
- **FOCUS ON THE AREA MOST RELEVANT TO YOUR GOALS.** Think about your current goals and what you're trying to achieve. Are there specific components that, if brought into greater balance, would help you get there? So, if your goal is to be seen and acknowledged as a strategic leader, you may want to focus on Decisiveness, Risk-Taking, or Perceptiveness. To improve health and work-life balance, focus on Self-Compassion, Assertiveness, Humility, or Work-Life Integration.
- **FOCUS ON WHERE YOU CAN GET QUICK WINS.** Sometimes, there's "low-hanging fruit" – simple actions or changes that can yield quick progress. Identifying these opportunities can boost your confidence and motivation as you begin your growth journey. It's easier to change our environment or create new routines than it is to make mindset shifts. Therefore, a good place to start is on Restoration, Energy Management, or Environment. Simply going to bed at a specific time every day can make a significant difference in your ability to move forward and feel 10x better!

Regardless of the approach you choose, consider assess if you have opportunities in your daily work or personal life to practice and improve in a particular area.