

# STRIVE DIAGNOSTIC

## *Rubric*



*Melody* WILDING



# STRIVE Quality: *Sensitivity*

Component	Component Description	0-3 Unbalanced	4-7 Developing	8-10 Balanced
Groundedness	I'm able to center myself during stressful moments.	Stressful situations can quickly escalate into feelings of overwhelm. This might manifest as shutting down or withdrawing – or acting impulsively. I struggle to recover until well after the stressful moment has passed.	I recognize my triggers and in low to mid-stress situations, I handle myself well, but higher stress moments cause me to get off-center. I occasionally have physical signs of stress. I'm capable of refocusing afterwards, even if it takes some time or effort.	I'm confident in my ability to remain centered, even in high-pressure situations. I typically have little to no physical signs of stress and can maintain a steady demeanor regardless of the external environment.
Restoration	I get enough downtime and rest.	I consider rest unproductive and have no leisure activities. When I do relax, I don't find it truly rejuvenating. I'm constantly on the go and I frequently sacrifice sleep or rest for work or other activities, leading to consistent fatigue.	I'm embracing the value of downtime and don't frequently feel guilty taking breaks, but don't always prioritize rest. My relaxation time is sometimes fulfilling and I do some things to recharge, but I struggle here and there to disconnect from work or stressors.	I steadfastly protect my downtime. I'm proactive about scheduling breaks and vacation. I fill my day-to-day relaxation time with things that give me energy. I make necessary adjustments to my workload and commitments to keep burnout at bay.
Energy Management	I have habits and routines to manage my energy.	My daily activities often lack structure and tend to be more reactive than deliberate, without much consideration for conserving my energy. I find myself feeling drained or exhausted, unable to maintain steady energy levels throughout the day, which often results in decreased productivity and a constant sense of fatigue. I don't pay enough attention to important factors like nutrition, exercise, and sleep.	I understand the importance of routines to manage my energy, but I find it challenging to stick to them consistently. As a result, my energy levels tend to fluctuate; there are days when I feel highly productive and energized, but also times when I experience significant depletion.	I have established and consistently follow a well-thought-out routine that effectively manages my energy. I rarely feel unnecessarily drained or exhausted and am able to maintain a high level of energy throughout the day/week/month, contributing to my productivity and enthusiasm. In busy times, I adjust my habits and routines as needed.



# STRIVE Quality: *Thoughtfulness*

Component	Component Description	0-3 Unbalanced	4-7 Developing	8-10 Balanced
Decisiveness	I practice making decisions confidently and efficiently by trusting my judgment.	I overthink and lack confidence in my choices. The fear of making a poor decision or of doing something "wrong" significantly impacts my ability to take timely action. I frequently waver, change my mind, or seek others' approval. This leads to missed opportunities. Even when I do make a decision, I'm often plagued by doubt or regret.	I sometimes hesitate when making decisions, but I can make some choices without too much wavering. While I do seek input from others, I'm learning to balance this with trusting myself. Making decisions in a timely manner usually requires a conscious effort on my part.	I make decisions with a strong sense of confidence, with minimal second-guessing or regret afterwards. I rely on my judgment, but I also make sure to consider relevant information and advice from others. My decision-making process is both quick and efficient. I trust my intuition, which is particularly evident in major life and career choices.
Self-Compassion	I can manage doubts and insecurities in order to focus and take action.	I find myself caught in a cycle of negative self-talk and harsh self-judgment. I focus more on my personal flaws and mistakes. This leads me to be riddled with insecurities, which impact my ability to think clearly and deeply. I dwell on past failures or setbacks and grapple with unreasonably high standards for myself. I don't believe the praise I receive from others.	My self-criticism is increasingly balanced with moments where I positively acknowledge and own my strengths. Occasional self-doubt creeps in and interferes with my ability to engage in deep, focused work, but I'm generally able to work through it without becoming completely hindered.	I actively engage in constructive self-talk, focusing on my value and potential rather than my flaws. I recognize my personal doubts and insecurities, but don't allow them to impede my actions. I prioritize progress over perfection. I do this with a sense of self-kindness and mindfulness, which has become a significant part of how I navigate challenges and uncertainties.
Perceptiveness	I'm able to spot patterns in the workplace and synthesize insights in a creative way that adds value to my team or company.	I frequently fall into overthinking and analysis paralysis when trying to synthesize information. I struggle to notice patterns, trends, or connections in my workplace environment. Managing the abundance of options and information is hard. There's too much noise, and I lack clarity on the real opportunities or actionable insights that could be valuable in my professional setting.	I know I bring unique experiences and insights to my role, however, I struggle with translating observations into actionable insight. My ability to synthesize information into insights is moderate; I can pull together some useful thoughts, but they may lack the depth or creativity that would make them stand out. I excel in spotting patterns, but I would like to improve in having confidence in my perspectives.	I have a keen ability to consistently spot patterns, trends, and connections in the workplace that others often overlook. I creatively synthesize information into meaningful and innovative insights. I regularly bring fresh ideas to the table, inspiring new ways of thinking among my colleagues. My contributions add value to my team or company, often leading to solutions or notable improvements.



# STRIVE Quality: *Responsibility*

Component	Component Description	0-3 Unbalanced	4-7 Developing	8-10 Balanced
Self-Integrity	When I make a commitment to myself, I keep it and follow through.	While I tend to prioritize my commitments to work and to others, the commitments I make to myself seem less important and are the first ones I neglect. I get easily sidetracked or feel overwhelmed, which results in neglecting promises I've made to myself. I notice that I have a tendency to make excuses or blame external factors when I don't meet my commitments.	When it comes to promises I've made to myself, I'm generally reliable, but there can be occasional lapses, often due to unforeseen circumstances or a bit of mismanagement on my part. I do generally accept responsibility for fulfilling my commitments, but I admit that I sometimes struggle when I'm faced with significant challenges or setbacks.	I have a consistent track record of following through on commitments to myself, regardless of the challenges I might face. I make what's important to me a priority and work diligently to fulfill it. I'm good at holding myself accountable.
Assertiveness	I'm able to respectfully say "no" to projects, people, and situations without worrying that I'm being rude or mean.	Declining any request is painful. I avoid it or overcommit. The fear of how others perceive me overshadows my own needs or preferences. I tend to comply passively, even when it goes against my better judgment. This habit has led to feelings of resentment and the onset of burnout. I also find it difficult to set and maintain personal and professional boundaries.	I can say "no" in certain situations, but I face struggles in others, especially when the context is complex or when dealing with certain people. I recognize the importance of my own needs, but this understanding hasn't fully translated into action yet. Sometimes, I find myself reluctantly agreeing to things, but I also assert my preferences in certain circumstances.	I'm confident and comfortable saying "no" and declining requests. I'm not overly concerned about being perceived as rude or mean. I prioritize clear communication and honesty in my interactions. I'm selective about what I agree to. I'm effective at setting and maintaining strong boundaries.
Asking for Help	I ask for help and support when I need it, instead of powering through and playing the superhero.	I hesitate or refuse to ask for help, preferring to handle tasks and challenges on my own. It's easier and quicker, even though this approach often leads to additional stress and workload. I want to be seen as self-reliant, and somewhere inside, I view asking for help as a sign of weakness or incompetence.	The idea of seeking support is moderately acceptable. While I'm willing to ask for help in certain situations, I often find myself managing things on my own. I'm learning to balance my workload more effectively with the help of others, but I haven't yet achieved a consistent rhythm in doing so. I still have some reservations or fears about being perceived as inadequate.	I proactively seek support and ask for help when needed without any hesitation – and with honesty and humility – which helps me manage my stress and workload. I view asking for help as a strength and an important opportunity for collaboration and growth.



# STRIVE Quality: *Inner Drive*

Component	Component Description	0-3 Unbalanced	4-7 Developing	8-10 Balanced
Intentional Productivity	I spend most of my time on high-leverage work	Most of my time is spent on work that doesn't add long-term value to me or my company. I struggle with identifying and focusing on high-leverage or high-impact tasks, and I frequently get caught up in activities that are less important. My work style tends to be more reactive than proactive. I respond to immediate demands rather than focusing on strategic objectives. I also dedicate too much time to administrative activities or work that is someone else's.	I'm usually able to prioritize tasks, but I often struggle to distinguish between what's urgent and what's truly important. My work style is a mix of reactive and proactive approaches, and I try to align my tasks with broader goals. As a result, I achieve some of my goals, but I realize that I might be missing opportunities to maximize my impact due to my fluctuating focus on high-leverage work.	I zero in on high-impact tasks, minimizing distractions that once sidetracked me. I channel my energy where it truly counts. I've become adept at identifying and prioritizing tasks with the greatest impact. My work style has evolved to be predominantly proactive, aligning daily tasks with strategic objectives and long-term goals (my own, my team's, my company's). I have a sense of control and foresight in my work.
Aligned Ambition	I create goals based on what sounds fun, exciting, or inspiring to me.	My goals are primarily a response to external expectations and obligations rather than on my own personal interests and passions. As a result, I lack enthusiasm or motivation for my professional aspirations. It often feels like I'm going through the motions rather than actively pursuing something meaningful. The goals I do come up with only add to my sense of dissatisfaction.	I'm getting better at working towards aims that truly resonate with me. My enthusiasm towards these professional goals varies; there are moments when I feel motivated, but there are also periods where I experience disinterest. I struggle with creating concrete, step-by-step objectives in the workplace. Sometimes, I resist the process of goal-setting.	I have a strong personal connection to the objectives I set for myself. Each one connects to my interests, passions, and values, so I have a high level of enthusiasm and motivation. I have a clear and fulfilling direction in both my professional and personal life. I am committed to finding joy and inspiration in all my pursuits. I've found a way to make my professional journey deeply rewarding and personally meaningful.
Balanced Goal-Setting	My goals and commitments are realistic and attainable in the context of my other life areas.	I have a tendency to set too many goals – or overly ambitious ones. So I regularly overextend myself, which then results in stress, burnout, or falling short of meeting my objectives and feeling badly about my capabilities. I find it challenging to maintain a healthy balance between my work, personal life, and other commitments, often feeling stretched too thin across these different areas. I underestimate the time or resources needed for my various commitments.	I set goals that are generally realistic, but I sometimes overreach in terms of what I can manage within my time and resource constraints. This leads to occasional overcommitment on my part, which can cause sporadic stress or even burnout. I am aware of the importance of work-life balance and make efforts to achieve it, but I must admit that I don't always succeed. I recognize the need to scale back on certain things, but am struggling to let go.	I strike the right balance of setting goals that are both challenging and realistic, always making sure they are attainable and manageable within the context of my abilities and current life circumstances. I place a strong emphasis on integrating work and personal life in a healthy way. While I do push myself to grow, I always know when to slow down, pull back, or cut back to avoid overwhelm and burnout. I understand and respect my personal limitations.



# STRIVE Quality: *Vigilance*

Component	Component Description	0-3 Unbalanced	4-7 Developing	8-10 Balanced
Harmony	I balance my own needs with those of the people around me.	My awareness of others' needs can be so intense that I find it challenging to strike a middle ground where my needs are also considered. I prioritize the comfort and happiness of others over my own. As a result, I often experience tensions in my relationships and consequences to my well-being. I often don't even know what my own needs are.	I'm becoming more aware and confident in my own needs. While I've made some progress in balancing them alongside others, I notice there's still a tendency for me to prioritize others over myself. It's an ongoing effort and I often feel a lot of guilt when I focus on myself.	I've developed a skillful approach to balancing my own needs with those of others, ensuring that neither is neglected. This balanced approach has allowed me to maintain positive relationships characterized by a healthy give-and-take dynamic in relationships. My personal well-being is better for it, but it also creates an environment where everyone's needs are acknowledged and respected.
Strategic Risk-Taking	I take calculated-and-strategic risks in my career that help me advance.	I avoid taking risks in my career, which leads to missed opportunities for growth or advancement. I'm reluctant to try new approaches or ideas due to fear of failure or uncertainty. I avoid putting myself out there if it could lead to negative judgments from others. I often stick to traditional or known methods because they feel safer. Change is hard.	I'm willing to take risks, but it often involves significant deliberation and careful consideration. I've made some bold moves in the past, but I sense a need to do more to truly reach my goals. I find myself yearning for more confidence. I constantly try to balance risk-taking with maintaining a sense of security, often erring on the side of caution.	I've been able to leverage risks as stepping stones to new possibilities and advancements. I trust in my unique background and capabilities, which gives me the confidence to step into unfamiliar territory. I adapt quickly to changes, viewing them as valuable opportunities for growth rather than obstacles.
Discernment	I'm mindful and selective about putting myself in professional environments and situations that work best for me.	I regularly find myself in professional situations that are unsatisfying or that don't feel right for me. I struggle to create what I would consider an ideal work environment where I can be my best self. Obstacles keep me stuck in work conditions that are less than ideal. This lack of discernment in choosing the right professional settings has been a recurring issue, impacting my satisfaction and effectiveness at work.	My awareness of the importance of a good fit in my work environment is growing, but I still find myself struggling occasionally to make choices that fully resonate with my own needs and preferences. As a result, my satisfaction with my professional environment is mixed; some aspects are conducive to my productivity and well-being, while others present challenges that I find harder to manage.	My understanding of what I need and prefer in a professional context is quite deep, and I prioritize these needs and preferences in all my professional decisions. This high level of discernment allows me to consistently find myself in professional settings that are not only satisfying but also well-aligned with my career path, or to adapt my current situation to better suit my style.



# STRIVE Quality: *Emotionality*

Component	Component Description	0-3 Unbalanced	4-7 Developing	8-10 Balanced
Growth Mindset	When I face challenges, I see them as an opportunity for growth and learning.	If I can avoid feedback, I will. It feels more like a personal critique versus an opportunity for growth and improvement. This makes it difficult for me to embrace the learning that could come from others' insights. When faced with challenges, I tend to have a hard time accepting them constructively. Instead, I find myself feeling defensive or discouraged.	My perception of challenges varies. In some instances, I view them as opportunities to learn and grow, but in others, especially those outside my comfort zone, they can feel more like threats. I'm beginning to understand that setbacks aren't necessarily the end of the world but rather opportunities to reassess and try again with a new perspective.	For me, challenges are no longer daunting; instead, I see them as valuable chances to develop new skills and expand my knowledge. This perspective has transformed how I approach my professional and personal life. Feedback, in any form, is something I genuinely welcome and value. Setbacks, for me, are not indications of failure; rather, I see them as stepping stones toward success.
Emotional Clarity	I'm able to gain perspective and clarity with my emotions.	Recognizing and naming what I'm feeling is difficult. When I'm upset, I notice that I become short-tempered and intolerant, reacting impulsively rather than taking a moment to understand what I'm experiencing and why. Reflecting on my emotions isn't something I do regularly.	While I'm making progress in recognizing and unpacking negative emotions, there's room for improvement in swiftly taking action to address them. I'm generally aware of my emotional states, but I don't always fully understand where they come from or what their deeper implications might be. I try to reflect on my feelings but it's a work in progress.	My emotions are a valuable source of data, providing insights into my inner state and the world around me. I navigate my emotions with a sense of curiosity. This allows me to clearly recognize and articulate what I'm feeling, understanding not just their immediate expression but also their underlying causes and broader implications. I can easily gain perspective on my reactions.
Emotional Regulation	I can handle strong, challenging emotions and maintain my emotional equilibrium.	Strong emotions often throw me off course, taking at least a day to recover. I tend to become overwhelmed by my feelings, making it difficult for me to stay composed. My reactions in these moments are usually impulsive and highly emotional, lacking in control or reflective thought. This inability to regulate my emotions often leads to emotional outbursts or, at times, complete emotional shutdowns.	I have moderate control over my emotions most of the time, but I can still become overwhelmed or react impulsively, especially under high stress. While I do recover from emotional disturbances, it often requires a concerted effort, and I'm not always able to do so quickly or effectively. I'm forming new habits and practices for more balanced emotional responses.	I've developed a strong ability to manage and control my emotions, even in situations that are highly challenging. This control doesn't mean I don't feel strong emotions; rather, I've learned to process them and maintain my composure externally. I quickly recover from emotional upsets and feel I have a toolkit of strategies to move on faster.

