

Circle of Courage™ Self-Assessment

The Circle of Courage represents four core, values-based, universal needs of all individuals: Belonging, Mastery, Independence, and Generosity. Research-based evidence suggests that if these needs are met, well-being is a result. If these needs are not met, then the Circle is broken resulting in negative outcomes. Consider the following statements to determine how strongly your needs are met.

Belonging

I have at least one colleague who is a friend who knows me well.

1 (not at all) 2 (somewhat) 3 (neutral) 4 (somewhat) 5 (to a great extent)

I have colleagues who listen to me when I have something important to say.

1 (not at all) 2 (somewhat) 3 (neutral) 4 (somewhat) 5 (to a great extent)

I have colleagues whom I trust.

1 (not at all) 2 (somewhat) 3 (neutral) 4 (somewhat) 5 (to a great extent)

I am a valued member of my team.

1 (not at all) 2 (somewhat) 3 (neutral) 4 (somewhat) 5 (to a great extent)

I look forward to coming to work most days.

1 (not at all) 2 (somewhat) 3 (neutral) 4 (somewhat) 5 (to a great extent)

My colleagues acknowledge me when I do something well.

1 (not at all) 2 (somewhat) 3 (neutral) 4 (somewhat) 5 (to a great extent)

My colleagues include me in social activities.

1 (not at all) 2 (somewhat) 3 (neutral) 4 (somewhat) 5 (to a great extent)

Administrators treat me as an equal member of the staff.

1 (not at all) 2 (somewhat) 3 (neutral) 4 (somewhat) 5 (to a great extent)

I am part of a diverse group where all cultures, educational experiences, and training paths are respected.

1 (not at all) 2 (somewhat) 3 (neutral) 4 (somewhat) 5 (to a great extent)

I have opportunities to provide input and my voice is heard.

1 (not at all) 2 (somewhat) 3 (neutral) 4 (somewhat) 5 (to a great extent)

Mastery

I feel confident that I have the skills and training I need to be effective in my work.

1 (not at all) 2 (somewhat) 3 (neutral) 4 (somewhat) 5 (to a great extent)

I have opportunities for professional learning in my discipline.

1 (not at all) 2 (somewhat) 3 (neutral) 4 (somewhat) 5 (to a great extent)

My colleagues encourage me to share ideas, develop as a professional, and share wisdom.

1 (not at all) 2 (somewhat) 3 (neutral) 4 (somewhat) 5 (to a great extent)

I am provided opportunities to collaborate with colleagues on practices.

1 (not at all) 2 (somewhat) 3 (neutral) 4 (somewhat) 5 (to a great extent)

When I participate in professional learning, I am given time to reflect and discuss with colleagues.

1 (not at all) 2 (somewhat) 3 (neutral) 4 (somewhat) 5 (to a great extent)

I am informed on current practices and policies in my field.

1 (not at all) 2 (somewhat) 3 (neutral) 4 (somewhat) 5 (to a great extent)

When I am evaluated, I am provided specific, constructive feedback that helps me improve my practice.

1 (not at all) 2 (somewhat) 3 (neutral) 4 (somewhat) 5 (to a great extent)

My supervisor understands the work I do.

1 (not at all) 2 (somewhat) 3 (neutral) 4 (somewhat) 5 (to a great extent)

My supervisor is realistic about placing more work responsibilities on me.

1 (not at all) 2 (somewhat) 3 (neutral) 4 (somewhat) 5 (to a great extent)

Independence

I am empowered to make decisions that I believe are best practice.

1 (not at all) 2 (somewhat) 3 (neutral) 4 (somewhat) 5 (to a great extent)

I am given leadership responsibilities on committees, or in staff development.

1 (not at all) 2 (somewhat) 3 (neutral) 4 (somewhat) 5 (to a great extent)

I have a voice in the development of approaches used to service youth.

1 (not at all) 2 (somewhat) 3 (neutral) 4 (somewhat) 5 (to a great extent)

I keep trying even when times are difficult.

1 (not at all) 2 (somewhat) 3 (neutral) 4 (somewhat) 5 (to a great extent)

I think for myself and take responsibility for decisions.

1 (not at all) 2 (somewhat) 3 (neutral) 4 (somewhat) 5 (to a great extent)

I can keep calm in stressful situations.

1 (not at all) 2 (somewhat) 3 (neutral) 4 (somewhat) 5 (to a great extent)

I utilize the institutional supports available to me.

1 (not at all) 2 (somewhat) 3 (neutral) 4 (somewhat) 5 (to a great extent)

I can advocate my position without fear of reprisal.

1 (not at all) 2 (somewhat) 3 (neutral) 4 (somewhat) 5 (to a great extent)

I am given the flexibility to manage a work/life balance in my role.

1 (not at all) 2 (somewhat) 3 (neutral) 4 (somewhat) 5 (to a great extent)

I usually get along with my supervisors.

1 (not at all) 2 (somewhat) 3 (neutral) 4 (somewhat) 5 (to a great extent)

Generosity

My role is vital to my organization.

1 (not at all) 2 (somewhat) 3 (neutral) 4 (somewhat) 5 (to a great extent)

I believe I am making a positive impact on the lives of the youth.

1 (not at all) 2 (somewhat) 3 (neutral) 4 (somewhat) 5 (to a great extent)

I mentor or coach a colleague.

1 (not at all) 2 (somewhat) 3 (neutral) 4 (somewhat) 5 (to a great extent)

My colleagues help and encourage one another in difficult times.

1 (not at all) 2 (somewhat) 3 (neutral) 4 (somewhat) 5 (to a great extent)

I take over my colleague's responsibilities when I see she/he/they needs a break.

1 (not at all) 2 (somewhat) 3 (neutral) 4 (somewhat) 5 (to a great extent)

My colleagues are willing to take over my responsibilities when I need a break.

1 (not at all) 2 (somewhat) 3 (neutral) 4 (somewhat) 5 (to a great extent)

My supervisor(s) express appreciation for the work I do.

1 (not at all) 2 (somewhat) 3 (neutral) 4 (somewhat) 5 (to a great extent)

I have the resources to achieve the goals I set for meeting the needs of the youth.

1 (not at all) 2 (somewhat) 3 (neutral) 4 (somewhat) 5 (to a great extent)

I am given opportunities to provide professional learning to my colleagues.

1 (not at all) 2 (somewhat) 3 (neutral) 4 (somewhat) 5 (to a great extent)

I contribute to the creation and maintenance of a positive culture at my setting.

1 (not at all) 2 (somewhat) 3 (neutral) 4 (somewhat) 5 (to a great extent)

Reflect on your answers. Review the responses rated a 1 or 2. In which area of the Circle might you benefit from more support? Review the identified ways, and consider others that might assist in developing this area of need.

*This survey has been created by Dr. Vikki Hennard.