

Do You Support Star Performance?

Numerous organizations prioritize the recruitment of external talent. Many organizations have untapped or underutilized talent. Understanding the behaviour of energetic and innovative individuals can aid in utilizing their talents to bring about organizational transformation.

People who are considered natural leaders possess the skill to confidently express their diverse ideas and abilities. The employees feel supported by their managers, which allows them to expand their capabilities. To promote excellent performance in an organization, it is important to establish a supportive environment where individuals feel empowered to share their ideas and are encouraged to continually develop.

Benefits to providing that environment include:

1. Leadership can emerge from unexpected sources. Training current members of the organization for higher-level roles is a cost-effective alternative to hiring new high-level employees.
2. Companies that prioritize workforce development often see a return on investment, as they cultivate leaders who generate fresh ideas, innovative products, and streamlined processes.
3. Organizations that provide a balance of support and challenge tend to build a positive reputation, enabling them to retain their valuable employees and attract new, skilled ones.

Providing the instrument to employees produces the following outcomes.

1. Data on the extent to which your people:
 - a. Encourage people to share their ideas and abilities.
 - b. Help fellow organization members for their efforts.
 - c. The focus is on growth and challenge.
2. Our expectation for our employees is that they will continue to develop in their professional and personal lives, and assist others in doing so.
3. Employees are more committed to creating a supportive environment. Engaging individuals for their input and promoting discussion in Section 4 can increase support and challenge, while also identifying potential areas for easy improvements that contribute to a favourable environment.

Assessing Professional and Personal Expression and Growth at the Workplace

At _____ (company name), it is expected that employees utilize their full range of abilities and collaborate with their colleagues to do the same. To achieve success as an organization, the contribution of every individual's talent is required. Your input, both here and in the discussion to come, will aid us in comprehending our effectiveness in supporting your development and identifying areas for improvement.

Directions: On a scale of 1 (low) to 5 (high), assess yourself within your work environment.

1. How much of yourself do you express at work?

To what extent:

_____ Do you feel motivated and capable at work?

_____ Can you confidently present new ideas at work?

_____ Do you feel accepted by other members of the organization as your true self?

_____ Do you appreciate yourself?

_____ Does your workplace provide opportunities for growth through difficulty or challenge?

_____ Is your workplace free from language and behaviour that may be considered demeaning or disrespectful?

2. What level of support do you provide for others in their self-expression?

To what extent:

_____ Do you appreciate others for who they are?

_____ Do you make sure to listen carefully before responding?

_____ Do you use direct and clear communication when interacting with others?

_____ Do you observe and recognize the progress of others?

_____ Do you try to refrain from using negative language or behaviours in the workplace?

_____ Do you view challenges or difficulties with colleagues as opportunities for growth for both parties involved?

3. Are you open to exploring new places?

To what extent:

_____ Do you actively seek out opportunities to take risks?

- _____ Are you dedicated to your personal development?
- _____ Are you prepared to persist through a difficult task?
- _____ Do you feel okay with the possibility of others not liking you?
- _____ Do you seek out individuals who are enthusiastic and motivated to learn and develop together?
- _____ Are you willing to work through conflicts and learn from them?

4. What measures can be taken to facilitate the expression and growth of employees' full potential in the workplace?

What are some methods to establish a setting that facilitates development and progress?

Please provide two additional individuals whom you would like to assist in reaching their full potential.

What actions will you take to provide support for them?

What strategies can be implemented to address derogatory language and inappropriate conduct in the workplace?

Scoring

Directions: Please record your ratings for each section and calculate the total for each section in the column labelled "My Score." Then, add the totals for all three sections to determine your overall score.

Section	Possible Score	My Score
1. Self-Expression	30	
2. Support for Expression	30	
3. Orientation to Growth	30	
Grand Total	90	

Post Survey Discussion

The numbers obtained by calculating the subtotals for each section can indicate various aspects related to the work environment. Firstly, they reflect how safe individuals feel while being themselves at work. Secondly, they measure the level of support that individuals feel they offer to others in expressing themselves. And thirdly, they determine the extent to which people feel they are growing. By summing up the totals of a team or group of people, it is possible to identify areas of strength or need for the entire organization.

The questions in the fourth section of the survey present departure points for a discussion of what individuals and organizations can do to eliminate words and behaviours that demean others and to help create a safe environment that fosters growth for all members of the organization. The discussion can identify organizational strengths and point to areas for development, as well as encouraging buy-in to the initiative.

Follow-Up Process

1. Please provide the results of the survey promptly, along with any suggested actions to address any perceived lack of support for individuals and their development.
2. Acknowledge and recognize areas of achievement. To address areas of need, it is recommended to involve multiple levels in the planning and implementation of changes to policies, practices, and procedures.
3. Assess the efficiency of any alterations. It is recommended to consistently seek feedback and communicate ongoing results.