



## Seven Acts of Courage Worksheet

### *Courage Quotient Questionnaire*

**Instructions:**

- Please fill out this questionnaire and score yourself and/or the person honestly and objectively
- Please be certain to circle only one response per question summary
- **Note that 1 is the lowest rating and 7 is the highest rating**
- Please rate yourself on all three subscales. Add together and divide by three to record average

**1) *Has the courage to dream and put forth that dream***

- Has a clear sense of vision or mission for life 1 2 3 4 5 6 7
- Typically focuses self and teammates on the core purpose or vision 1 2 3 4 5 6 7
- Willing to express commitment to something greater than self 1 2 3 4 5 6 7

**Total** \_\_\_\_\_  
**Average** \_\_\_\_\_

**2) *Has the courage to see current reality***

- Willing to look in the mirror of life and see weaknesses, challenges, developmental needs, strengths and talents 1 2 3 4 5 6 7
- Willing to see what is going on, even if it is painful or difficult to see it and can easily see and appreciate strengths in self and others 1 2 3 4 5 6 7
- Readily sees own faults and examines personal culpability when there are problems 1 2 3 4 5 6 7

**Total** \_\_\_\_\_  
**Average** \_\_\_\_\_

**3) *Has the courage to confront***

- Readily confronts issues and people when required to for the sake of the task at hand, as well as own values, for the greater good of the team or organization 1 2 3 4 5 6 7
- Has the courage to confront and to do so respectfully, knowing that personal “truth” could possibly be a misperception, and to treat those confronted as possible allies after the confrontation 1 2 3 4 5 6 7
- Willing to tell the truth for the sake of doing what is right for the greater good 1 2 3 4 5 6 7

**Total** \_\_\_\_\_  
**Average** \_\_\_\_\_

**4) *Has the courage to be confronted***

- Willing to hear the truth as others see it, out of commitment to learn and to get the best input and ideas possible for the sake of the mission and the larger team goals 1 2 3 4 5 6 7
- Willing to hear the tough feedback and criticism of others, even when painful, because he/she is a professional and places the integrity of the vision or the mission over own personal feelings or need to defend ego 1 2 3 4 5 6 7
- Actively seeks out critical input and opinions as a means of ensuring the team and organization are constantly improving and learning how to be better or to do the job more effectively 1 2 3 4 5 6 7

**Total** \_\_\_\_\_  
**Average** \_\_\_\_\_

5) *Has the courage to learn and grow*

- Willing to look awkward and to go through the pain of potential embarrassment to learn new skills in new areas and arenas 1 2 3 4 5 6 7
- Place learning and growing as a professional and as a leader over the safety of status quo and zone of comfort. Embraces the ambiguity and uncertainty of change 1 2 3 4 5 6 7
- Willing and able to let others be “right” for the sake of the greater good and have broken the addiction to having to be “right” or to prove his/her point 1 2 3 4 5 6 7

**Total** \_\_\_\_\_  
**Average** \_\_\_\_\_

6) *Has the courage to be vulnerable, to love*

- Open to the ideas, strengths, and talents of others and encourage them to express those gifts 1 2 3 4 5 6 7
- Able to receive the appreciation and admiration of others and to let them know how much they are appreciated 1 2 3 4 5 6 7
- Lets others know how much they are needed and how important they are to getting the job done (the mission accomplished) 1 2 3 4 5 6 7

**Total** \_\_\_\_\_  
**Average** \_\_\_\_\_

7) *Has the courage to act*

- Willing to put self in “harm’s way” for the sake of the mission and to be faithful to commitments as a leader or member of the team 1 2 3 4 5 6 7
- Takes action, even when doing so is difficult and even painful, out of commitment to the larger goal, set of principles or values 1 2 3 4 5 6 7
- Has the courage to do what is necessary and required for the sake of the mission, core values and as a leader in the moment, as opposed to doing what is most habitual, routine, preferred or “safe” 1 2 3 4 5 6 7

**Total** \_\_\_\_\_  
**Average** \_\_\_\_\_