

Sample
Readiness for Change Chart

Signpost # Chosen	Questions Posed	Answers to Questions
2	<p>Does the person know himself or herself? Does the person have a sense of their Real Self?</p>	<p>This area focuses on whether or not I'm ready to make changes based on understanding my real self (as opposed to my ideal self). My real self is the person that everyone sees at the workplace.</p> <p>I do not believe that I am victim of "the boiling frog" syndrome. The factors that Boyatzis notes are not problems for me:</p> <ul style="list-style-type: none"> • My boss is often noting my professional growth (lets me see the professional development changes that are occurring). When I ask for feedback on my tasks – she offers it to me..the good and the bad! <p>I believe that I do admit "that which is obvious to others to myself" (p. 16)</p> <p>As far as what I want to keep and what I'd like to change in myself: I think I know what I'd like to change regarding my EI abilities which is my ability to manage emotions.</p> <p>I have always been one of those people who is very open to feedback, no matter how uncomfortable it will make me feel. As a result, I think I have a good grasp on who I am (my real self) based on a combination of my own personal evaluation, my family's and friends' thoughts and workplace input.</p> <p>The material (Weisinger, p. 32 – 34) and exercises (emotional diary keeping) in this course have confirmed my suspicion that my thinking is often "distorted" and I do not use constructive statements when under pressure or surprised. I know that these habits greatly reduce my ability to manage emotions when I'm upset.</p> <p>What I want to keep in regards to how I manage my emotions, I'm actually not that sure.</p> <ul style="list-style-type: none"> • According to the MSCEIT, I'm at the lower end of the proficient level in emotional management. The feedback report indicated that generally I "am open to emotions, process emotional

		<p>information and have effective emotion management strategies.”</p> <p>There must be some redeemable qualities in the area of emotional management skills. I guess I'd like to keep all of the abilities I do have.</p>
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