**Would I Inspire Me?**

**Assessment**

This brief assessment is to evaluate your knowledge of leadership—specifically, what would inspire the people who work for you. Once you’ve completed this pretest, you can move on to view the program.

**Part I. Determine whether you agree or disagree with the following statements.**

1. If a leader is upbeat and encouraging, employees will definitely be inspired.

Agree

Disagree

<<Pop-up for correct answer (Disagree) >>

You’re right to disagree. It’s good to be positive, but employees need more to be inspired by their leaders.

<<Pop-up for incorrect response (Agree)>>

Sorry, incorrect. It’s good to be positive, but employees need more to be inspired by their leaders.

1. A good way to motivate employees is to remind them that their work is important and meaningful.

Agree

Disagree

<<Pop-up for correct answer (Agree) >>

You’re right. It’s important for employees to understand that their individual contributions are valuable.

<<Pop-up for incorrect response Agree)>>

Sorry, incorrect. It’s important for employees to understand that their individual contributions are valuable.

1. To maintain respect, leaders should avoid acting like team members.

Agree

Disagree

<<Pop-up for correct answer (Disagree) >>

You’re right to disagree. A leader is a team member and provides a good example by pitching in, when needed.

<<Pop-up for incorrect response (Agree)>>

Sorry, incorrect. A leader is a team member and provides a good example by pitching in, when needed.

1. An inspiring leader pushes people to expand their skills for career growth.

Agree

Disagree

<<Pop-up for correct answer (Agree) >>

You’re right to agree. It’s inspiring when a leader shows he cares about an employee’s career growth.

<<Pop-up for incorrect response (Disagree)>>

Sorry, incorrect. It’s inspiring when a leader shows he cares about an employee’s career growth.

1. A leader does not need to be personally inspired by the work to inspire his/her employees.

Agree

Disagree

<<Pop-up for correct answer (Disagree) >>

You’re right to disagree. A leader needs to be inspired by the work before he/she can communicate that feeling to employees.

<<Pop-up for incorrect response (Agree)>>

Sorry, incorrect. . A leader does need to be inspired by the work before he/she can communicate that feeling to employees.

**"Would I Inspire Me?"- Post Test**

**Multiple Choice: Read the statements below and select the best response.**

1. According to the video, one way a leader can inspire employees is to:

A. Be a cheerleader for difficult assignments

B. Communicate why the work is important

C. Express enthusiasm, even if you don't always feel it

D. Give them a raise

<<Pop-up for incorrect answer (a) >>

Sorry, incorrect. Cheerleading is not inspiring. Please try another answer.

<<Pop-up for correct answer (b) >>

You're right! Believing their work matters can be inspiring.

<<Pop-up for incorrect answer (c) >>

Sorry, incorrect. Enthusiasm would have little effect if it were not genuine. Please try another answer.

<<Pop-up for incorrect answer (d) >>

Sorry, incorrect. According to the video, money is not the primary motivator. Please try another answer.

2. In the video, what does the "uninspiring" manager (Tom) do after an employee does an exceptionally good job?

A. He publicly thanks him

B. He gives him an award

C. He ignores him

D. He gives him more work

<<Pop-up for incorrect response (a)>>

Sorry, incorrect. This might have been a good thing to do, but it's not what Tom does. Please try another answer.

<<Pop-up for incorrect answer (b) >>

Sorry, incorrect. This might have been a good thing to do, but it's not what Tom does. Please try another answer.

<<Pop-up for incorrect response(c)>>

Sorry, incorrect. This would not be a good thing to do, and Tom didn't do it. Please try another answer.

<<Pop-up for correct response (d)>>

You're right! Tom does say "good job" but then he gives the employee more work.

3. What does the "inspiring" manager (Elliot) do after an employee does an exceptionally good job?

A. He tells both co-workers and upper management about the employee's work

B. He privately congratulates him

C. He takes the employee to his favorite restaurant for lunch

D. He promotes him to a new position the employee has been wanting

<<Pop-up for correct response (a)>>

You're right! He makes sure everyone is aware of this employee's accomplishments.

<<Pop-up for incorrect response (b)>>

Good try, but there is better choice. Please try another answer.

<<Pop-up for incorrect response (c) >>

Good try, but there is better choice. Please try another answer.

<<Pop-up for incorrect answer (d) >>

Good try, but there is better choice. Please try another answer.

4. In the video, genuine, well-earned praise leads to:

A. Complacent employees who take praise for granted

B. Employees who get discouraged when they're not praised

C. Fewer mistakes

D. A productive work group

<<Pop-up for incorrect response (a)>>

Sorry, incorrect. If the praise is genuine and earmed, it shouldn't lead to complacency. Please try another answer.

<<Pop-up for incorrect response (b)>>

Sorry, incorrect. There was no indication of people discouraged from lack of praise. Please try another answer.

<<Pop-up for incorrect response (c) >>

Sorry, incorrect. Mistakes were not an issue here. Please try another answer.

<<Pop-up for correct answer (d) >>

Correct! This type of praise motivates employees, which leads to increased productivity

1. One way the “inspiring” manager (Elliot) promoted team spirit was to:

A. Give special privileges to the high performing people

B. Encourage team activities outside of work

C Be a role model of a team player, when needed

D. Give inspiring speeches about teamwork

<<Pop-up for incorrect response (a)>>

Sorry, but giving special privileges might discourage team spirit. Please try another answer.

<<Pop-up for incorrect response (b)>>

Sorry, incorrect. It's better to demonstrate teamwork directly related to work. Please try another answer.

<<Pop-up for correct response (c) >>

Correct! In the video, the "inspiring" manager acts like a good team player, helping an employee move to a new office

<<Pop-up for correct answer (d) >>

Sorry, incorrect. Speeches – even inspiring ones do not necessarily contribute to a team spirit. Please try another answer.

6. Initially, the "uninspiring" manager (Tom) tries to create team spirit by:

A. Doing people's work for them

B. Starting a softball league and buy jerseys for your team

C. Pitching in and helping out your team

D. Having a lot of team meetings

<<Pop-up for incorrect response (a)>>

Sorry, incorrect. Tom doesn't do people's work for them. Please try another answer.

<<Pop-up for correct response (b)>>

Correct! Tom at first believes teamwork is more about symbolic gestures.

<<Pop-up for correct response (c) >>

Sorry, incorrect. Tom at first doesn't pitch in when needed. Please try another answer

<<Pop-up for incorrect answer (d) >>

Sorry, incorrect. Tom doesn't have a lot of meetings. Please try another answer.

 7. The "uninspiring" manager (Tom) denies an employee's request to lead a meeting. How does this affect her?

 A. She acknowledges that Tom knows what's best for her career

 B. She feels relieved because she was afraid she wasn't ready

 C. She is unenthusiastic about what Tom asks her to do instead

 D. She expresses a desire to move to another department

<<Pop-up for incorrect response (a)>>

Sorry, incorrect. She doesn't express that Tom knows what's best for her. Please try another answer.

<<Pop-up for incorrect response (b)>>

Good guess, but since she wanted to lead the meeting, she felt ready. Please try another answer.

<<Pop-up for correct response (c) >>

Right! Since she couldn't do what she really wanted, she was unenthusiastic about what he asks her to do.

<<Pop-up for incorrect answer (d) >>

Sorry, incorrect. She does not mention a desire to change departments. Please try another answer.

8. One way a leader can show that he cares about his employees and their careers is to:

A. Steer them away from areas where they are weak

B. Recommend a good career counselor

C. Let them do what they want

D. Challenge them to develop their skills

<<Pop-up for incorrect response (a)>>

 Sorry, incorrect. Some leaders might do this, but there is a better choice. Please try another answer.

<<Pop-up for incorrect response (b)>>

Sorry, incorrect. There are better ways to help on the job. Please try another answer.

<<Pop-up for incorrect response (c) >>
Sorry, incorrect. A good leader would be more involved and proactive. Please try another answer.

<<Pop-up for correct answer (d) >>

Right! Challenging employees to develop their skills shows you care about their careers.

9. All of the following are true about an "inspiring" leader **except**?

A. Supports people in any way possible

B. Is focused primarily on basic management skills

C. Finds meaning in the work

D. Is self-motivated

<<Pop-up for incorrect response (a)>>

Sorry, incorrect. An inspiring leader does support people. Please try another answer.

<<Pop-up for correct response (b)>>

Correct! An inspiring leader goes beyond the basics of management.

<<Pop-up for incorrect response (c) >>

Sorry, incorrect. An inspiring leader does find meaning in the work. Please try another answer.

<<Pop-up for incorrect answer (d) >>

Sorry, incorrect. An inspiring leader is self motivated. Please try another answer.

10. A key message from the video is:

 A. Before you can inspire anyone else, you have to first inspire yourself

B. Any type of praise will inspire employees

C. Charisma is the major factor in inspiring employees

D. Make sure people are doing the job they were hired to do

<<Pop-up for correct response (a)>>

You're right! That is one of the main messages of the program.

<<Pop-up for incorrect response (b)>>

Sorry, incorrect. Praise needs to be genuine and specific in order to be effective. Please try another answer.

<<Pop-up for incorrect response (c) >>
Sorry, incorrect. Charisma can be a plus, but is not the most important factor. Please try another answer.

<<Pop-up for incorrect response (c) >>
Sorry, incorrect. Just making sure people are doing their jobs is not inspiring. Please try another answer.