

You're already a high performer, but could you be even better?

Take our 5-minute quiz to find out

Regardless of your position in the organisation's hierarchy, people look to you for direction, inspiration and motivation. If you don't deliver, the chances are they won't either. But what are your strengths and development needs as a key player? Take our quiz to see where you stand.

1 You've taken on a more senior role. You:

- a) Do things the way you've always done. Why change?
- b) Swagger about a bit, then hide in the post-room
- c) Take the time to understand your new role and how you can add most value

2 You need to get people working to a shared vision. You:

- a) Send everyone a link to the company business plan. Job done!
- b) Organise a two hour webinar where you talk through 96 slides then ask people to email any questions
- c) Engage others in developing a vision and aligning activity on the ground

3 It's your first day managing a new team. You:

- a) Bark out orders to ensure everyone knows who's boss
- b) Leave everybody to it. They'll get upset if you interfere
- c) Acknowledge the team's contribution to date and take time to understand the new territory before you start to change things

4 Your 360 says you need to be more proactive. You:

- a) Promise you'll work on it, just as soon as you answer 357 emails, listen to 34 voicemails, reschedule 7 meetings to accommodate other people, write 3 reports nobody else wants to touch, and choose your Christmas meal menu (it's July already!)
- b) Sulk
- c) Review your goals and how you spend your time, then focus on what's important to deliver the right results

5 Strategy takes a back seat because you keep getting drawn into operational issues. You:

- a) Complain outwardly, but keep jumping into operational crises with an enthusiasm that suggests you enjoy every minute of it
- b) Start saying no to stuff and hope it's the right stuff
- c) Get to grips with strategic planning so you are in no doubt about how you can really add value

6 You have become a bottle-neck for the team you head up because everything goes through you. You:

- a) Try to speed things up by getting seriously into micro-management, insisting on doing everyone else's job and working weekends
- b) Take a two-week holiday to focus on your Bonsai collection
- c) Delegate, delegate, delegate!

7 You're in a meeting with other senior people who are talking about where the company needs to be in 3-5 years time. You:

- a) Nod sagely and inwardly panic about the next quarter
- b) Check your email on your smart phone
- c) Engage fully in the discussion to contribute to developing the company's strategic direction

8 You enjoy your job, yet find it stressful at times. You:

- a) Let rip at inanimate objects
- b) Console yourself that having a rubbish life is a small price to pay for stockpiling a good pension
- c) Identify ways in which you can be productive at work and have a fun and fulfilling personal life at the same time

How did you get on?

If you did NOT answer (c) to everything, **here's some good news: you're perfectly normal.**

As a high performer, your role is more than managing yourself. You have to **understand the bigger picture** and connect this with what you and others actually do. You have to **provide leadership** for those you directly manage, if any, as well as wider stakeholders. You need to **maintain direction and momentum**. You have to **handle the pressure** in a complex and fast paced environment. And you need to do this while **hitting targets**.

Here's some more good news: **all this stuff can be learned and, if you're already pretty good, you can still raise your game.** What's more, you can also have a life outside of work.

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At TiBC we work with high performers (leaders, key players and high potentials) who are driving change for business growth and are dissatisfied with progress. We help them get where they are going faster, better equipped and avoiding the pitfalls, for a step change in business results.

Our strategy session will help you explore and reflect on:

- Your business objectives
- The most important and challenging aspects of your role
- What you need to get better at to significantly raise your game

To prepare for your strategy session, please complete and return the strategy session questionnaire that has been sent to you with this quiz article.