



▶ Participant Material

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Networking Self-Assessment

Do you have characteristics that will support you as you broaden your strategic network? By responding to this self-assessment, you'll be able to see to what degree you possess the work styles and dispositions shared by successful strategic networkers. The self-assessment takes about 10 minutes to complete. Your results will be kept confidential.

Instructions: Please indicate how strongly you agree or disagree with each statement using the scale below. Select the number on the right corresponding to your choice for each item. After completing the survey, give it to your session facilitator.

1—Strongly Disagree 2—Disagree 3—Neither Disagree nor Agree 4—Agree 5—Strongly Agree

- | | | | | | | |
|----|---|---|---|---|---|---|
| 1. | In my organization I know which people in other business units are capable of helping me in my job. | 1 | 2 | 3 | 4 | 5 |
| 2. | I often ask colleagues to provide feedback on my approach for dealing with work situations. | 1 | 2 | 3 | 4 | 5 |
| 3. | I have no hesitation about approaching members of upper management to suggest new ideas. | 1 | 2 | 3 | 4 | 5 |
| 4. | When working on cross-functional teams, I determine which members I should stay in contact with after the team project ends. | 1 | 2 | 3 | 4 | 5 |
| 5. | I send colleagues copies of articles, web addresses, or reports I think might interest them. | 1 | 2 | 3 | 4 | 5 |
| 6. | I frequently ask colleagues for advice regarding work-related problems. | 1 | 2 | 3 | 4 | 5 |
| 7. | I am comfortable taking the lead in meeting new people. | 1 | 2 | 3 | 4 | 5 |
| 8. | Before starting new projects, I find out what information is needed to succeed and exactly who in my organization can provide it. | 1 | 2 | 3 | 4 | 5 |

	1—Strongly Disagree	2—Disagree	3—Neither Disagree nor Agree	4—Agree	5—Strongly Agree
9. I invest time and effort at work maintaining my network of colleagues.	1	2	3	4	5
10. I am very comfortable displaying a lack of knowledge by asking a colleague for help.	1	2	3	4	5
11. Compared to my coworkers, I know a large number of business contacts outside my organization.	1	2	3	4	5
12. I write thank-you messages to work-related contacts after they have helped me.	1	2	3	4	5
13. I enjoy initiating conversations with work colleagues whom I have never met before.	1	2	3	4	5
14. When I seek help from colleagues, I am certain that they do not see it as a sign that I lack ability.	1	2	3	4	5
15. I periodically organize my contact list to focus on people who have assisted me.	1	2	3	4	5
16. As a rule I ask work colleagues for ideas on how to address challenging situations.	1	2	3	4	5
17. I am good at taking steps to make myself known to influential people in my organization.	1	2	3	4	5
18. I have established many contacts outside my organization based on their ability to aid me later in my career.	1	2	3	4	5
19. I use social networking tools (e.g., LinkedIn, Facebook, Twitter) to correspond with work-related contacts.	1	2	3	4	5
20. I exchange contact information with many new people I meet at organizational and professional functions.	1	2	3	4	5

1—Strongly Disagree 2—Disagree 3—Neither Disagree nor Agree 4—Agree 5—Strongly Agree

21. Immediately after I encounter difficult situations at work, I ask others for guidance about possible courses of action. 1 2 3 4 5

22. I often ask coworkers how satisfied they are with our working relationship. 1 2 3 4 5

23. I am good at identifying people outside my organization who have valuable information or insights. 1 2 3 4 5

24. At meetings or social events, I am not reluctant to introduce myself to someone new. 1 2 3 4 5

Scoring the Self-Assessment

From each statement on the previous pages, copy the number you selected into the appropriate numbered space on the next page.

Add the numbers in each column and write the totals in the spaces provided.

Interpreting Your Score

The four columns on the next page include networking factors that you will discuss in depth during the session. All scores reflect your results compared to those of other people. Factors with scores of 19 and lower indicate areas where your behaviors have been less frequently displayed or where you may have had fewer opportunities to obtain relevant experience than have other people.

Conversely, factors with scores of 24 and higher indicate aspects of networking where you have demonstrated more consistent behaviors and have accumulated more extensive experience compared to others.

Factors with scores between 20 and 23 are those in which your behaviors, dispositions, and experiences are moderate or average compared to others.

Factor Score Range	Interpretation
19 and lower	Low compared to others; a potential growth area
20 to 23	Moderate/Average compared to others
24 and higher	High compared to others; a strength to leverage



Identifying Information/ Expertise and Who Can Provide It	Reaching Out	Asking for Help	Maintaining Relationships
1. _____	3. _____	2. _____	5. _____
4. _____	7. _____	6. _____	9. _____
8. _____	13. _____	10. _____	12. _____
11. _____	17. _____	14. _____	15. _____
18. _____	20. _____	16. _____	19. _____
23. _____	24. _____	21. _____	22. _____
Totals: _____	_____	_____	_____