

My C.A.R.D. Profile



1. Who I Am...

Activity: Rank order your C.A.R.D profile from 1-4 (1 = most like me; 4 = least like me)

CONCEPT	ACTION	RELATIONAL	DETAIL
I like to focus on the 'big picture' – looking ahead, innovating and solving complex problems	I like to focus on the here and now – taking logical and realistic steps to get things done	I like to focus on making sure people feel engaged and work together effectively	I like to focus on the detail and the process – making sure things are done properly

2. Working with Others: Clashes and Comfort Zones

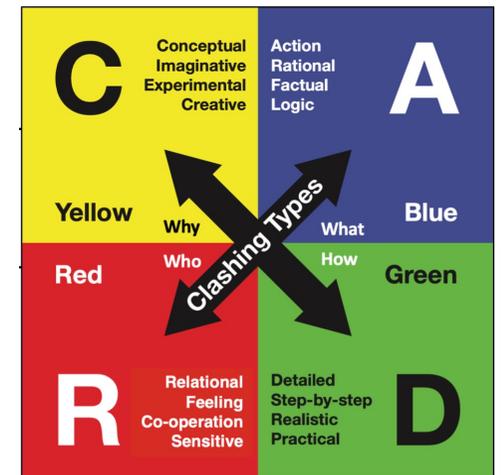
Activity: Based on your preferences above, who are you most likely to clash with and who are you most comfortable working with?

I'm most comfortable working with...

(usually rank #1 & #2 from Q1)

I'm at risk of clashing with...

(usually rank #3 & #4 from Q1)





3. Praise* that motivates me

(*Praise words should always reflect efforts not attributes (Growth Mindset Theory))

Activity: Tick the 'praise' types that resonate most with you (i.e., makes you feel good inside)...

CONCEPT	ACTION	RELATIONAL	DETAIL
That's awesome! That's amazing! That's fantastic! <input type="checkbox"/>	Great job! Well done! Nice one! <input type="checkbox"/>	That's so kind! That's so helpful! That's so nice! <input type="checkbox"/>	That's perfect! That's excellent! That's brilliant! <input type="checkbox"/>

4. Understanding my inner critic

Activity: Tick the types of negative self-talk most reflective of your 'inner critic'...

CONCEPT	ACTION	RELATIONAL	DETAIL
I'm an idiot / I'm dumb! I'm stupid! I should be smarter! <input type="checkbox"/>	I'm lazy! I suck / I'm hopeless! I should've done better! <input type="checkbox"/>	I'm a loser / I don't fit it! I'm not good enough! I'm inadequate! <input type="checkbox"/>	I'm a fraud! I'm a failure! I should've got it right! <input type="checkbox"/>

5. Affirming myself when I'm struggling

Activity: Tick the types of positive self-talk you need to remind yourself of more often...

CONCEPT	ACTION	RELATIONAL	DETAIL
"No one is an instant genius! Everyone needs time to think things through." <input type="checkbox"/>	"You're not a machine! Your best varies according to your energy at the time." <input type="checkbox"/>	"I accept myself as I am. Not everyone will like me. Trust takes time to build." <input type="checkbox"/>	"No one is perfect. We ALL make mistakes as part of improving." <input type="checkbox"/>

6. Positively embracing feedback

Activity: Tick the approaches to feedback you respond best to...

CONCEPT	ACTION	RELATIONAL	DETAIL
Feedback about how I can contribute to 'big picture' objectives and goals. <input type="checkbox"/>	Feedback that is timely, clear and direct about specific things I can improve. <input type="checkbox"/>	Feedback that acknowledges my strengths, efforts, and areas I can improve. <input type="checkbox"/>	Feedback that is accurate, detailed and useful to improve my own work. <input type="checkbox"/>