

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

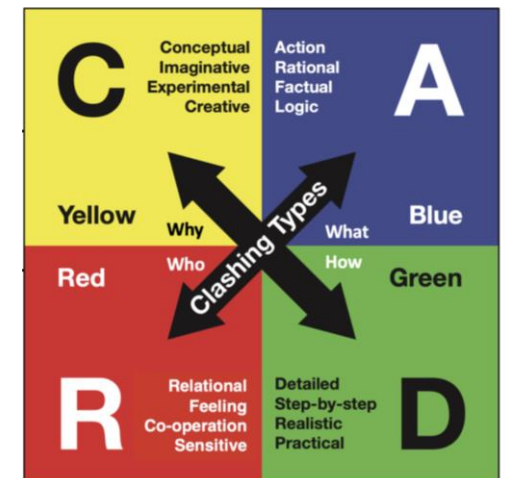
Activity: Based on your preferences above, who are you most likely to clash with and who are you most comfortable working with?

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))

CONCEPT	ACTION	RELATIONAL	DETAIL
That's awesome! That's amazing! That's fantastic! ☐	Great job! Well done! Nice one! ☐	That's so kind! That's so helpful! That's so nice! ☐	That's perfect! That's excellent! That's brilliant! ☐

4. Appreciation that connects with me

CONCEPT	ACTION	RELATIONAL	DETAIL
I appreciate your energy and enthusiasm for... I appreciate your ideas, insights & perspective on... ☐	I appreciate all your effort and hard work on... I appreciate your quick response to... ☐	I appreciate YOU and all that you are doing for... I appreciate all your care thoughtfulness & consideration... ☐	I appreciate your commitment and dedication to... I appreciate how well organised & prepared you are... ☐

5. Understanding my inner critic

CONCEPT	ACTION	RELATIONAL	DETAIL
I'm such an idiot! I'm stupid / dumb! I should be smarter! ☐	I suck! I'm lazy / I'm hopeless! I should've done better! ☐	I'm not good enough! I'm a loser / can't fit in! I'm inadequate! ☐	I'm a fraud! I'm a failure! I should've got it right! ☐

6. Affirming myself when I'm struggling

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

7. Positively embracing feedback

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