36 Roles Assessment

Please read the following instructions carefully before commencing the 36 Roles Assessment:

This assessment is designed to assist you in generating a strong perspective about each of the 6 dimensions.

It will enable you to identify where you stand. The less the score you get in a dimension, the more attention and energy you need to put in this dimension.

Each dimension consists of 6 roles. These roles cover the dimension from spiritual, mental, emotional, behavioral, communicational, and executional vectors.

Each role consists of 6 statements in the form of reminders, advices, or tips.

Read each statement and reflect on its meaning.

Give yourself a rating on a scale of 1 (least possible/most negative) to 5 (highest possible/most positive).

Take this assessment with your current mindset; express what you are doing now and what you have been doing in the last 6 to 12 months.

Do not reflect on the statement from a desire-to-be or want-to-do mindset.

It is advised to complete the assessment in 15 minutes early in the morning before you get busy with your daily obligations.

If you give a low score to a statement (1 to 2), it means you need to invest your time, effort, attention, and energy in developing it through consulting, reading, journaling, or meditating.

If you give a medium score (3 to 4), it means you are in the flow zone. You have the right skill set, keep on doing what you are doing.

Use each statement as an advice once you finish the assessment.
Wellness Life

Role #1: The Financier
1- Pursue achieving financial stability and security.
   “I am financially stable.”
2- Perform best-in-class financial characteristics: planning, budgeting, and prioritizing.
   “I am a good financial planner.”
3- Increase financial literacy through reading and attending seminars.
   “I continuously increase my financial knowledge.”
4- Control negative financial behaviors, misuse of credit cards, and buying disorder.
   “I have control over my financial behaviors.”
5- Protect financial belongings and assets with vigilance.
   “I protect my assets well.”
6- Understand internal and external financial stressors.
   “I am fully aware of my financial stressors.”

Role #2: Self Pamper
1- Allow yourself to “play” and do things from a Ready-to-Enjoy mindset.
   “I enjoy everything.”
2- Balance emotional responses to life events.
   “I control my emotional responses.”
3- Beware overwhelmed, anxious life style and job burnouts.
   “I stay away from burnouts.”
4- Give guilt-free permission to have fun and pamper yourself.
   “I respect and enjoy my me-time.”
5- Decide what to do and when to do it making sure to act deliberately and maintain control.
   “I am in control.”
6- Practice weekly wide-range, fun, engaging self-pampering activities.
“I am my own entertainer.”

Role# 3: Fitness Coach

1- Exercise heart and lungs cardiovascular exercises.
    “I care about my heart and lungs.”

2- Exercise muscle-strengthening activities for legs, back, chest, stomach, shoulders, and arms.
    “I am physically strong.”

3- Exercise flexibility-enhancing activities such as stretching, yoga, and Pilates.
    “I am physically flexible.”

4- Aware of exercising effect on body functions and blood flow.
    “I continuously increase my health knowledge.”

5- Practice 150 minutes of well-planned physical activities weekly.
    “I work out consistently.”

6- Maintain healthy eating habits that enhance your fitness level.
    “I eat healthy food.”

Role #4: Sleep Rituals

1- Be aware of sleep benefits to your heart, weight, brain functioning, and immune system.
    “I continuously increase my knowledge about sleeping.”

2- Beware sleep deficiency as it increases risk of heart diseases, high blood pressure, and stroke.
    “I get quality sleep.”

3- Get an average of 8 hours of deep sleep each night.
    “I get enough sleep.”

4- Maintain sleep rituals: bathing, reading, praying, reflexology, writing journals, breathing, and stretching.
    “I am committed to my sleep rituals.”

5- Keep a stable sleeping schedule maintaining a one-hour-variance interval.
    “I follow my sleeping schedule.”
6- Avoid consuming fatty meals, cigarettes, soda, coffee, tea, and chocolate before sleeping.
   “I avoid bad pre-sleeping habits.”

Role #5: Self-Developer
1- Be responsible for personal development through learning from experience.
   “I learn from every experience.”
2- Gradually store knowledge, increase range of skills, and update professional know-how.
   “I gradually enhance my skills.”
3- Update attitudes and beliefs, discard unwanted habits, and improve emotional management.
   “I have the guts to change.”
4- Know what you want; do not live according to someone else's ideas.
   “I am the boss of my life.”
5- Aware that personal development is a lifelong process.
   “I will not give up on continuous self-development.”
6- Be challenged to feel progress towards a continuous influx of reasons.
   “I accept the challenge.”

Role #6: Life-Coach
1- Be keen to retrieve knowledge from your previous successes.
   “I learn from my successes.”
2- Expand personal and professional knowledge through reading, studying, and talking with people.
   “I expand my horizons.”
3- Keep the company of enthusiastic, positive, well-motivated, educated people.
   “I stick to positive people.”
4- Focus and utilize strengths through ironing out weaknesses and building on strengths.
   “I utilize my strengths.”
5- Be decisive; do not procrastinate tasks and assess the risks but keep working towards your goals.
   “I am decisive.”

6- Ask others for help and do not hold back if you do not know how to do a certain task.
   “I seek help whenever needed.”

**Acumen manager**

**Role #1: Project Initiator**

1- Assess and initiate things independently; act or take charge before others do.
   “I am in charge.”

2- Spot threats and turn them into opportunities while others fear or do not notice them.
   “I don’t wait for opportunities, I create them.”

3- Know and pursue career and organization’s goals by decision and action.
   “I am an achiever.”

4- Be curious about organization’s growth and how it works; keep an open eye.
   “I care about organization’s growth.”

5- Set small achievable goals to achieve some quick wins.
   “I achieve quick wins.”

6- Build big long initiatives with the courage and persistence to accomplish them.
   “I am persistent.”

**Role #2: Accountable Partner**

1- Mindfully accept personal responsibility and hold commitment to others.
   “I accept responsibility.”

2- Identify weaknesses in others and make plans to hold them accountable for their actions.
   “I help people become accountable.”

3- Help others become more focused and stay on track, grounded in reality.
   “I help others to stay focused.”
4- Make everyone accountable, may be through service level agreements, and push back any unjustified assignment.
   “I hold everyone accountable.”
5- Write tasks in small slots, achieve baby chunks, and finish one step at a time.
   “I finish my big tasks in chunks.”
6- Be reachable to whom you hold accountable; follow up and meet them frequently.
   “I am reachable.”

Role #3: Project and Task Manager
1- Plan overall annual goals and targets with accurate project scopes, millstones, and KPI’s.
   “I plan annual OGSM well.”
2- Retain a dashboard for the most important numbers and achievements.
   “I keep an eye on the big picture.”
3- Identify and share progress statues with stakeholders and keep them aligned and engaged.
   “I keep stakeholders aligned.”
4- Fight for resources (people, time, budget, and tools) and/or utilize the available ones.
   “I utilize resources.”
5- Identify strategic plans and analyze environmental influences impacting a project.
   “I analyze the environment.”
6- Organize work, set priorities, and determine resource requirements.
   “I am organized.”

Role #4: Coach
1- Spend quality time with each individual to know his or her true pains, pleasures, motivators, and self-worth.
   “I spend quality time with employees.”
2- Set clear performance review criteria and agree with your employees about performance standards.
   “I control performance.”
3- Convey clear messages through metaphors, stories, and statistics to increase employees’ skills and abilities.
   “I convey messages clearly.”
4- Make sure you end the session with small steps that they want and commit to do, steps they created during the session.
   “I encourage action.”
5- Follow up on action plan and motives; empower small steps.
   “I pay attention to follow up.”
6- Give constructive specific feedback about the steps you don’t agree upon (notice them).
   “I give feedback.”

**Role #5: Politician**

1- Perform consciousness measurement of organizational abilities and weaknesses to improve its operations.
   “I perform consciousness measurement.”
2- Understand who has the power, resources, knowledge, people, and budgets.
   “I know the power keys.”
3- Invite others to express their points of view, knowing when to compromise and when to stand firm.
   “I am moderately democratic.”
4- Join performance alliances, form networks, and create support team (not silos).
   “I join performance alliances.”
5- Understand political environment, management priorities, and organizational culture in making decisions.
   “I understand the organization.”
6- Understand different people’s attitudes about power and politics and adapt personal approaches for optimal influence.
   “I use power smartly.”
Role #6: Inspirer

1- Share passion, personal setback stories, and personal mission statement with employees.
   “I share.”

2- Increase sense of belongingness, contribution, and connection to company’s big picture and vision statement.
   “I encourage contribution.”

3- Sell the benefit behind the idea, the “why” not the “how” and link it to live improvement.
   “I sell the why, not the how.”

4- Seek honest, transparent feedback and continues incremental improvement culture.
   “I seek feedback.”

5- Maintain a positive, realistic outlook, in spite of organizational challenges, in order to sustain morale.
   “I maintain positivity.”

6- Give employees the opportunity to maximize their talents through environment of autonomy.
   “I encourage autonomy.”
Customer Magnet

Role #1: Problem Solver
1- Identify and evaluate problems and possible causes to determine root causes and impacts.
   “I identify problems thoroughly.”
2- Generate solutions, taking into consideration political, organizational, and individual realities.
   “I generate factual solutions.”
3- Don’t jump to quick conclusions or formulate opinions based on incorrect assumptions or inaccurate/incomplete information.
   “I am prudent.”
4- Focus on the end result and avoid distractions.
   “I am result oriented.”
5- Seek information to understand problems, expectations, and needs of clients.
   “I seek information.”
6- Draw sound, fact-based conclusions, particularly when under pressure or faced with ambiguity.
   “I make conclusions deliberately.”

Role #2: Relationship Builder
1- Identify your clients and bond with them as persons, rather than as a chance to make money.
   “I bond with my client.”
2- Understand client true needs, motives, drivers, values, interests, and limitations.
   “I understand my client well.”
3- Comprehensively share information to keep client knowledgeable and in the loop.
   “I keep clients engaged.”
4- Provide excellent work quality so the client promotes you and speaks highly of you.
“My client is my promoter.”

5- Develop a reputation as an independent consultant who delivers exceptional results.
   “I am a consultant.”

6- Deliver your promises and commitments and have a reputation of finisher.
   “I am a finisher.”

Role #3: Complaint Handler

1- Develop a culture that values and welcomes complaints to improve service.
   “I value complaints.”

2- Set a complaint handling policy and own both the policy and the process.
   “I own the process.”

3- Give priority, focus, attention, resources, energy, and execution to major complaints.
   “I prioritize complaints well.”

4- Follow up to complete action steps and know the accountable person, delivery time, and customer reaction.
   “I follow up closely.”

5- Use a collaborative process to assess, recommend, and plan for complaint handling.
   “I use a collaborative process.”

6- Provide periodic, ongoing feedback to customers/stakeholders to ensure actions are in the process and solved.
   “I keep customers updated.”

Role #4: Idea Promoter

1- Develop strategies in accordance with company vision.
   “I develop strategies well.”

2- Understand who the client is and what the client’s needs are.
   “I understand my clients.”

3- Formulate clear, practical approaches to meet future objectives.
   “I formulate clear approaches.”
4- Anticipate future issues and difficulties and build contingencies into their strategy.
   “I put contingency plans.”

5- Modify existing strategies to change current statuesque.
   “I change statuesque.”

6- Reduce complex situations to few core priorities in pursuit of the major strategic objectives.
   “I pursue strategic objectives.”

Role #5: Social Talker

1- Carry on conversations with a wide variety of people; have social expressiveness skills.
   “I am socially expressive.”

2- Know how to play the game of social interaction within organizational political norms.
   “I interact with norms.”

3- Understand what makes other people ick. “Read” what the other person is thinking or feeling.
   “I am intuitive.”

4- Play different social roles; feel comfortable with all types of people.
   “I am comfortable with everyone.”

5- Balance between managing and controlling the image you portray to others and being reasonably “authentic.”
   “I am authentic.”

6- Let others see your true self as much as you can.
   “I am being myself.”
Role #6: Trust Builder

1- Tell the truth about how you see things, offering your true perspective on matters.
   “I offer my perspectives.”

2- Demonstrate caring and unconditional positive regard to other person's point of view.
   “I demonstrate my care.”

3- Understand the other person's viewpoint; allowing yourself to be impacted by their needs and ideas.
   “I consider others’ POVs.”

4- Demonstrate your knowledge and know-how around matters of importance to the other person.
   “I demonstrate my knowledge.”

5- Work to serve all parties' best interests; do not be out just for yourself or just for one or few others.
   “I consider group interest.”

6- Be consistent in your behavior or in your way of being or acting; be someone others can depend on in fulfilling commitments.
   “I am consistent.”
Team Dynamics

Role #1: Collaborator
1- Offer different perspectives and expertise to solve common problems.
   “I am prepared.”
2- Utilize the strengths and skills of everyone involved; learn from others.
   “I learn from others.”
3- Show appreciation; share 'wins' with other people to build a sense of team.
   “I show appreciation.”
4- Create mottoes, symbols, awards, or posters that portray the team as one.
   “I endorse unity.”
5- Remember that reasonable people can and do differ with each other.
   “I tolerate differences.”
6- Design individual performance goals that emphasize both results and teamwork.
   “I personalize goals.”

Role #2: Alignment Officer
1- Engage everyone in optimizing resources and accomplishing the strategic and tactical goals.
   “I optimize resources collaboratively.”
2- Have courage to call-out actions and behaviors of misalignment with enthusiasm.
   “I correct misalignment.”
3- Make people feel seen, heard, appreciated, and respected for their talents.
   “I care.”
4- Set clear goals, roles and responsibilities, and agreements on business priorities.
   “I set clear goals.”
5- Set clear commitment to “winning” for the business over self-interest.
   “I encourage responsibility.”
6- Share sense of decision-making, leadership, and ownership/accountability for business results.
    “I share ownership.”

**Role #3: Talent Seeker**

1- Propose original ideas or different ways of approaching group problems or goals.
    “I propose original ideas.”

2- Request clarification of comments in terms of their factual adequacy.
    “I request clarification.”

3- Identify and explain the relationships between ideas and make them cohesive.
    “I make ideas cohesive.”

4- Concentrate the group energy on forward movement.
    “I believe in synergy.”

5- Conciliate differences between individuals. Seek ways to reduce tension.
    “I conciliate differences.”

6- Affirm, support, and praise the efforts of fellow group members.
    “I praise group members.”

**Role #4: Norm Settler**

1- Openly discuss team norms and what is hindering its forward movement and progress.
    “I discuss team norms.”

2- Speak respectfully to other team members; positively recognize team contributions.
    “I recognize contributions.”

3- Listen without interrupting; hold no side or competing conversations.
    “I listen actively.”

4- Actively enjoy every single moment, even the tough ones.
    “I enjoy every moment.”

5- Agree upon procedures for diagnosing, analyzing, and resolving teamwork problems and conflicts.
“I resolve conflicts.”

6- Experience a deep commitment to the group’s decisions and actions.
   “I am committed to the group.”

**Role #5: Goal Achiever**

1- Show perseverance in meeting challenges. It is a daily requirement in business or personal life.
   “I am perseverant.”

2- Maintain focus to accomplishment of goals and overcoming obstacles.
   “I am determined.”

3- Examine what went wrong and where the problem was. What didn't work? How could you prevent this in future?
   “I reflect on the future.”

4- Examine what you could have done better. Did you have all the necessary skills and tools?
   “I examine the past.

5- Show attitude of resiliency and conquered adversities to achieve your goals.
   “I am resilient.”

6- Conduct periodic business review meetings, constant planning, and alignment.
   “I conduct business reviews.”

**Role #6: Team Motivator**

1- Provide effective, supportive, non-intrusive supervision.
   “I am a great supervisor.”

2- Allow time before meetings for team members to chat, connect, and build good relationships.
   “I allow bonding.”

3- Create and support a culture of respect and dignity for all team members.
   “I endorse respect.”

4- Build job status by providing meaningful work for all positions.
   “I build job status.”
5- Recognize workers' contributions and match their abilities with the right job fit.
   “I create better job fits.”
6- Provide training and development plans.
   “I enrich people.”
Wellness Relationships

**Role #1: Play Pal**

1. Stay totally focused for 60 min /day with your spouse and kids.
   “I give quality time.”

2. Capture happy moments, photos, and videos and write these nice moments on weekly basis.
   “I capture valuable moments.”

3. Mix playing time with sports time like walking, painting, research time, or school projects.
   “I include sports.”

4. Express joy, happiness, zest, and joy and hug your kids and spouse.
   “I hug my family.”

5. Block time to compete with each others to finish pending issues at home.
   “I do tasks differently.”

6. Create your own special events (e.g.: cooking night, family sports day…etc.).
   “I create special events.”

**Role #2: Pleasure Partner**

1. Surprise your spouse with a small gift, book, CD, DVD, card, flowers, chocolate, or getaway without kids.
   “I surprise my spouse.”

2. Create pleasure rituals that work as signs of desire (nice music, candles, certain perfume, or body massage).
   “I express my desires gently and seductively.”

3. Remind your spouse with the good pleasurable memories you had from doing certain actions and talk about it.
   “I talk about it.”

4. Express your gratitude for the love, compassion, and mutual support you had throughout years.
   “I show gratitude.”
5- Ask your partner about their needs and what it takes them to be in the mood and help them accordingly.
   “I am affectionate.”

6- Say infatuation words about your partner’s body, movements, voice, behavior, and the way they dress.
   “I keep the flame.”

**Role #3: Order Keeper**

1- Generate family vision, values, mission statement, objectives, goals, and strategies.
   “I do OGSM for family.”

2- Generate daily well-being behavior poster, for example, for the morning, during the day, and before sleeping.
   “I encourage well-being behaviors.”

3- Follow up on well-being behavior and set clear incentives, tangible and intangible.
   “I follow up on behaviors.”

4- Give assertive, timely-mannered feedback.
   “I give feedback.”

5- Set expectation about spending, budget, consumption, behavior, culture, communication, and teamwork.
   “I set financial rules.”

6- Agree on conflict resolution, confrontation criteria, and the process to manage the meetings.
   “I endorse agreements.”

**Role #4: Family Counselor**

1- Listen to each family member with complete empathy and focus on the bigger picture (use empathy tool).
   “I am empathetic.”

2- Give constructive advice and stay in balance (don’t get involved in small issues).
“I am a constructive advisor.”

3- Agree on small action steps and follow up regularly.
   “I am practical.”

4- Foster and push family members to take responsibility and hold them accountable, encourage them to do these actions, and support them if they fail.
   “I empower my family.”

5- Increase your knowledge about family matters, marriage, reviving love, parenting, and kids challenges.
   “I am a persistent learner.”

6- Start knowledge management club where each family member shares family progress tip in the weekly meeting.
   “I encourage knowledge.”

**Role #5: Community Builder**

1- Agree with your community leader to fix certain issue in your street.
   “I am positive.”

2- Share your blogs, opinions, and reflections on the areas you want your country and the world to develop.
   “I share my opinion.”

3- Join other initiatives of your interest such as road safety association and global warming.
   “I join matching initiatives.”

4- Offer your time and experience to projects in need, locally or regionally.
   “I am proactive.”

5- Volunteer for your company or other company’s social corporate responsibility programs.
   “I am socially responsible.”

6- Establish or join cycling, jogging, or walking groups at your community and build power groups to change something you all have common interest in.
   “I am a community builder.”
Role #6: Spouse Lover

1- Forgive your spouse because you know un-forgiveness does not only hurt your spouse, it hurts you!
   “I live with forgiveness.”

2- Accept what you can't change in your spouse characteristics because you don’t have control over them.
   “I accept my spouse.”

3- Be faithful to your spouse, mentally, physically, emotionally, and spiritually.
   “I am truly faithful.”

4- Maintain an attitude of living a festive enjoyable life.
   “I live to the fullest.”

5- Compromise to spouse’s needs; do not try to win all the time to prove your point.
   “I compromise wisely.”

6- Love your spouse unconditionally and commit to healing your marriage.
   “I am committed.”
Wellness Eternity

Role #1: Praiser

1- Show gratitude to God’s blessings by not misusing them.
   “I use blessings well.”
2- Express inward and outward gratitude to God’s bounties.
   “I live with gratitude.”
3- Take time daily to contemplate on God’s blessings and thank him.
   “I thank God everyday.”
4- Endorse personal endowments and positive traits that God blessed you with.
   “I endorse God’s blessings.”
5- Make God constant comrade in each moment and feel his presence throughout the day.
   “God is my comrade.”
6- Ask God for wellbeing and forgiveness for misusing the well-being.
   “I lean on God.”

Role #2: Knowledge Seeker

1- Recite the Quran or the Holly book in the morning and before sleeping.
   “I recite the Book Daily.”
2- Set a weekly gathering/meeting with family to encourage them to apply religious values and family manners.
   “I engage my family.”
3- Attend religious coterie that increase knowledge and depth.
   “I attend religious coteries.”
4- Relate life events to religion, “How the prophet would act in this situation?”
   “The prophet is my role model.”
5- Read Quran explanation and applications of each verse and word you read.
   “The Book is my reference.”
6- Raise challenges to self and others to stimulate interest in the application of religion in daily life.
“Religion is a lifestyle.”

Role #3: The Legacy Builder

1- Work in a project to increase knowledge, truth, and clarity in the world after you are gone.
   “I let knowledge prevail.”
2- Work in a project to increase justice, fairness, and honesty in the world after you are gone.
   “I let justice prevail.”
3- Work in a project to increase spirituality, faith, compassion, and forgiveness, in the world after you are gone.
   “I let spirituality prevail.”
4- Work in a project to increase wholeness, fitness, health, and clothing in the world after you are gone.
   “I let wholeness prevail.”
5- Work in a project to increase positivity, happiness, endurance, empowerment, and resilience in the world after you are gone.
   “I let positivity prevail.”
6- Work in a project to increase autonomy, independency, and financial freedom in the world after you are gone.
   “I let freedom prevail.”

Role #4: The Manner Educator

1- Know the religious disciplines you should follow and behave accordingly regardless of how tempting the situation is.
   “I know my disciplines.”
2- Confront yourself when being undisciplined with God’s guidance.
   “I have self awareness.”
3- Stay strong when powerful forces, moods, appetites, and desires push you against religious disciplines.
   “I am strong.”
4- Encourage and reassure self to reinforce commitment to heaven quest.
   “I reinforce my commitment.”

5- Remove major temptations and distractions from environment.
   “I keep temptations away.”

6- Have the courage to change abnormal, uncomfortable, awkward time wasting behaviors.
   “I value time.”

ROLE # 5: Inner Peace Maker

1- Think and act spontaneously rather than on fears of misinterpretation.
   “I am spontaneous.”

2- Enjoy each moment, as it might be the last for you or loved ones.
   “I live in the present.”

3- Lose interest in labeling and interpreting the actions of others, as God knows better than you.
   “I don’t judge others.”

4- Lose interest in judging self as God knows the real beautiful you.
   “I don’t judge myself.”

5- Increase feelings of bonding with God spirit that is present in your soul.
   “I am connected to God.”

6- Show vulnerability to self-appreciation and unconditional love to God.
   “I love God unconditionally.”

Role #6: The Believer

1- Prepare yourself and do many good deeds for the judgment day.
   “I perform good deeds.”

2- Vow personal and professional life intentions, actions, and interactions for God sake.
   “I vow my intentions to God.”

3- Pay attention to inner motives and intentions and look for ways to uplift and purify them for God sake.
“I purify my intentions.”

4- Enjoy doing something good for God sake without receiving credit for doing it. “I need no human credit.”

5- Be fully aware and conscious that God is watching all of your inner intentions. “God is my observer.”

6- Understand that personal deeds will lead us to heather or hill and act accordingly. “I pursue heaven.”