

## **Manager Assessment**

There are a number of questions managers can ask themselves about a given employee to determine whether he or she is humble, hungry, or smart. Here are some good ones.

### ***Humble***

- Does he genuinely compliment or praise teammates without hesitation?
- Does she easily admit when she makes a mistake?
- Is he willing to take on lower-level work for the good of the team?
- Does she gladly share credit for team accomplishments?
- Does he readily acknowledge his weaknesses?
- Does she offer and receive apologies graciously?

### ***Hungry***

- Does he do more than what is required in his own job?
- Does she have passion for the “mission” of the team?
- Does he feel a sense of personal responsibility for the overall success of the team?
- Is she willing to contribute to and think about work outside of office hours?
- Is he willing and eager to take on tedious and challenging tasks whenever necessary?
- Does she look for opportunities to contribute outside of her area of responsibility?

### ***Smart***

- Does he seem to know what teammates are feeling during meetings and interactions?
- Does she show empathy to others on the team?
- Does he demonstrate an interest in the lives of teammates?
- Is she an attentive listener?
- Is he aware of how his words and actions impact others on the team?
- Is she good at adjusting her behavior and style to fit the nature of a conversation or relationship?