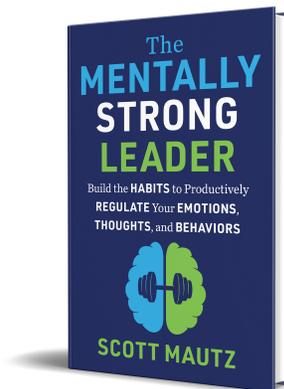


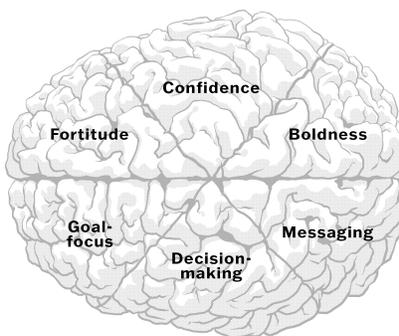
THE MENTAL STRENGTH SELF-ASSESSMENT



(from Chapter 2: *The Mentally Strong Leader*, available at scottmautz.com)

Mental strength is the ability to regulate your emotions, thoughts, and behaviors to achieve exceptional outcomes, despite circumstances. It's the ability to manage internally, so you can lead externally. At work, and in life. It's THE leadership/self-leadership superpower of our times.

Mentally strong leaders are a calm port in the storm, in control of themselves and their environment, somehow getting sharper when adversity arises, brandishing self-discipline and endurance as a beacon of light. They display their mental strength across the six essential “tests of leadership” that most directly link to exceptional achievement:



*Note: “Messaging” refers to the ability to send the right messages of positivity/intent

Being a mentally strong leader starts with awareness of how mentally strong you are. The Mental Strength Self-Assessment gives you a baseline measurement. It indicates your overall mental strength, and how you “rate” within each area (the areas that most correlate with achievement, and that require self-regulation habits for success, as shown in the “brain diagram” above).

The assessment also provides a preview of the habits to build/supporting habit-building tools for each of these components of mental strength (all featured in the book, *The Mentally Strong Leader*).

Answer each of the following 50 questions, *honestly*, across each of the six areas (fortitude, confidence, boldness, messaging, decision-making, and goal-focus). The entire self-assessment will take about 15–20 minutes. Don't overthink it - just go with your gut, first reaction to each question.

Do pay attention to any emotions or feelings that are triggered as you answer each question; they might be pointing to something you need to work on, change, keep doing, or amplify, which you'll be able to address after you've completed the assessment. Chapters 3-9 of *The Mentally Strong Leader* help you build the corresponding mental habits that are right for you, which you'll do with the menu of habit-building tools also included in those chapters.

After you've answered these questions, you'll be instructed on how to score your assessment, and what that score means for you. You'll also get guidance on what habits/habit-building tools (from *The Mentally Strong Leader*) will help you "level up."

Fortitude

1. Are you resilient in the face of setbacks?

1	2	3	4	5
---	---	---	---	---

Never Sometimes Always

2. How often are you able to stay motivated despite the "daily grind"?

1	2	3	4	5
---	---	---	---	---

Never Sometimes Always

3. How often are you able to successfully, efficiently, solve problems?

1	2	3	4	5
---	---	---	---	---

Never Sometimes Always

4. Do you perform well under pressure?

1	2	3	4	5
---	---	---	---	---

Never Sometimes Always

5. Do you perform well in times of crisis?

1	2	3	4	5
---	---	---	---	---

Never Sometimes Always

6. Do you model helpful behavior in times of adversity?

1	2	3	4	5
---	---	---	---	---

Never Sometimes Always

7. Do you avoid victim mentality?

1	2	3	4	5
---	---	---	---	---

Never

Sometimes

Always

8. When involved in a debate, how often do you ensure it remains healthy and productive?

1	2	3	4	5
---	---	---	---	---

Never

Sometimes

Always

9. How often do you engage in difficult conversations (discussing something uncomfortable) vs. avoiding them?

1	2	3	4	5
---	---	---	---	---

Never

Sometimes

Always

10. When engaged in a difficult conversation, do you handle it well (navigate it to a productive outcome)?

1	2	3	4	5
---	---	---	---	---

Never

Sometimes

Always

Confidence

11. Do you handle criticism well?

1	2	3	4	5
---	---	---	---	---

Never

Sometimes

Always

12. Do you keep self-doubt from limiting you?

1	2	3	4	5
---	---	---	---	---

Never

Sometimes

Always

13. Do you avoid approval-seeking behavior?

1	2	3	4	5
---	---	---	---	---

Never

Sometimes

Always

14. Do you avoid comparing yourself to others?

1	2	3	4	5
---	---	---	---	---

Never

Sometimes

Always

15. Do you avoid beating yourself up with negative inner-talk?

1	2	3	4	5
---	---	---	---	---

Never

Sometimes

Always

16. Do you feel like you're "enough"?

1	2	3	4	5
---	---	---	---	---

Never

Sometimes

Always

17. Do you avoid feeling like an imposter?

1	2	3	4	5
---	---	---	---	---

Never

Sometimes

Always

18. How intentional are you about being optimistic?

1	2	3	4	5
---	---	---	---	---

Never

Sometimes

Always

19. Do you believe you can figure things out as you go (without having all the answers)?

1	2	3	4	5
---	---	---	---	---

Never

Sometimes

Always

20. How often would others, when asked, say you have executive presence (an aura that instills confidence in others to follow you)?

1	2	3	4	5
---	---	---	---	---

Never

Sometimes

Always

Boldness

21. How frequently do you challenge the status quo?

1	2	3	4	5
---	---	---	---	---

Never Sometimes Always

22. How often do you take calculated risks, operating outside your comfort zone?

1	2	3	4	5
---	---	---	---	---

Never Sometimes Always

23. How often do you think big, trying to stretch the limits of what seems possible at that time?

1	2	3	4	5
---	---	---	---	---

Never Sometimes Always

24. How often do you challenge unhelpful beliefs or perceptions that you/others are stuck in?

1	2	3	4	5
---	---	---	---	---

Never Sometimes Always

25. Are you comfortable leading change?

1	2	3	4	5
---	---	---	---	---

Never Sometimes Always

26. Do you model the positive mindset needed to be successful in times of change?

1	2	3	4	5
---	---	---	---	---

Never Sometimes Always

27. When leading change, do you have a clear vision for that change?

1	2	3	4	5
---	---	---	---	---

Never Sometimes Always

Messaging

28. Are you able to manage your negative emotions effectively in the moment they arise?

1	2	3	4	5
---	---	---	---	---

Never Sometimes Always

29. How often are you able to keep your temper as a leader?

1	2	3	4	5
---	---	---	---	---

Never Sometimes Always

30. Do you avoid saying demotivating things to others?

1	2	3	4	5
---	---	---	---	---

Never Sometimes Always

31. Do you avoid letting complainers drag you down into a negative mindset?

1	2	3	4	5
---	---	---	---	---

Never Sometimes Always

32. How often do you proactively exhibit a positive mindset?

1	2	3	4	5
---	---	---	---	---

Never Sometimes Always

33. How often would others, when asked, say you're a good listener?

1	2	3	4	5
---	---	---	---	---

Never Sometimes Always

34. How often are you transparent with others (when it's appropriate to be transparent)?

1	2	3	4	5
---	---	---	---	---

Never Sometimes Always

35. How often do you act with integrity?

1	2	3	4	5
---	---	---	---	---

Never Sometimes Always

36. How often do you act in a manner consistent with your values?

1	2	3	4	5
---	---	---	---	---

Never Sometimes Always

44. How often would others, when asked, say they're clear on what you expect from them?

1	2	3	4	5
---	---	---	---	---

Never

Sometimes

Always

45. How often do you focus on what you can control (versus what you can't)?

1	2	3	4	5
---	---	---	---	---

Never

Sometimes

Always

46. How often do you hold others accountable?

1	2	3	4	5
---	---	---	---	---

Never

Sometimes

Always

47. How often do you hold yourself accountable?

1	2	3	4	5
---	---	---	---	---

Never

Sometimes

Always

48. Do you avoid procrastinating?

1	2	3	4	5
---	---	---	---	---

Never

Sometimes

Always

49. Do you avoid perfectionism?

1	2	3	4	5
---	---	---	---	---

Never

Sometimes

Always

50. How frequently are you able to focus on the task at hand (versus getting distracted)?

1	2	3	4	5
---	---	---	---	---

Never

Sometimes

Always

SCORING

First, know that the value of this assessment isn't just the score you get, but in carefully considering the questions you're answering. What emotions and thoughts were sparked by what questions? What did you learn about yourself or get reminded of? What actions are you inspired to take? Note that you'll get an overall MSS (Mental Strength Score), and a score for each of the six areas (fortitude, confidence, boldness, messaging, decision-making, and goal-focus). Follow the guidance accordingly for each score. It's all intended to help you grow mentally stronger, to increase your ability to productively self-regulate your emotions, thoughts, and behaviors for exceptional achievement (despite circumstances).

Your Overall MSS (Mental Strength Score)

Let's start by assessing your overall MSS (Mental Strength Score). Add up the total number of points you have across all fifty questions. As you experienced, each question has a maximum score of 5 points, which means your maximum total score is 250 points.

Once you have your point total, see which tier of mental strength you land in below. Remember, this is mental strength within the context of leadership. And remember that everyone has a baseline of mental strength: the opposite of mentally strong is not mentally weak. So, you won't see a Strong-to-Weakling scale like at the "strongman" carnival game (the one with the big hammer and bell).

Here are the four tiers of mental strength, and next steps based on which tier you fall into.

Beacon (225–250 points)

You're a beacon of mental strength. You exude it, are a role model for it. People are drawn to your disciplined, mentally strong leadership. You have tremendous influence on others, always seeming to send the right message at the right time, inspiring them to aim high, motivating them to power through the host of challenges they face, and encouraging the expenditure of their discretionary energy. Your confidence rubs off on others, while your decisiveness and focus keep the organization constantly moving forward.

Next steps: Maintaining mental strength requires constantly practicing the right mental habits. So, even if you're "top-tier" mentally strong, it's important to keep at the underlying work. Draw on the variety of habits/tools in *The Mentally Strong Leader* to stay sharp on this front. And if you scored lower than you'd have liked in any of the six areas of the assessment (i.e., not scoring enough 4s or 5s), or had a low score on one question in particular, focus your efforts there, first. Know that each question in the Mental Strength Self-Assessment links to a corresponding habit to build/supporting tool that you can reference/use in a later chapter of the book.

For example, say that while you scored in this top tier, you'll still didn't score as you wanted on question 44, in the Goal-Focus section of the assessment: "How often would others, when asked, say they're clear on what you expect from them?" In chapter 8 of *The Mentally Strong Leader*, "The Goal-Focus Habit," you'll learn to build a habit of setting expectations thoroughly, and find a supporting tool called the Expectation-Setting Spectrum that will help you build a habit to improve in this area. You'll also find a quick reference summary of all the habits/supporting tools in the book in chapter 9, "The Mental Action Plan (MAP)."

You can also refer to the "Your score by area" section that follows for further guidance.

Source (200–225 points)

You're a source of mental strength to others at times, and you often draw on your mental strength as a source to help you succeed (whether or not you realize it). You haven't quite reached "beacon" level yet, as there is opportunity to be more consistent and forceful with your mental strength. You can strengthen the signal you send. You can build off of your solid sense of discipline to more frequently push people (and yourself) to even greater heights, with greater resilience, while more consistently sending a message that sparks energy and trust.

Next Steps: Identify which of the six areas of the assessment you scored lower in than you'd have liked (i.e., not scoring enough 4s or 5s), and start your strengthening efforts there. Know that each question in the Mental Strength Self-Assessment links to a corresponding habit to build/supporting tool that you can reference/use in a later chapter of the book, *The Mentally Strong Leader*.

For example, say you weren't satisfied with your scores on questions 13–15 in the Confidence section of the assessment: "13. Do you avoid approval-seeking behavior?," "14. Do you avoid comparing yourself to others?," and "15. Do you avoid beating yourself up with negative inner-talk?" In chapter 4 of *The Mentally Strong Leader*, "The Confidence Habit," you'll find a habit to build that helps you better monitor the relationship with yourself, and a supporting, comprehensive tool called the Self-Acceptance Scale that will help you build habits to improve in all three of these areas. You'll also find a quick reference summary of all the habits/supporting tools in the book in chapter 9, "The Mental Action Plan (MAP)," all so that you can "level up" your mental strength. Finally, refer to the "Your score by area" section that follows for further, by area, guidance.

Determined (175–200 points)

You have a good foundation of discipline and resolve. While you might not yet be emitting mental strength consistently to others, there are strengths to build from. You have an opportunity to be more proactive and consistent in regulating your emotions, thoughts, and behaviors. There's room to push harder to get to even more meaningful improvement, to build a greater reserve of fortitude to guide you through the corresponding challenges more frequently. You can evolve from being determined to "get there," to inspiring others to do the same.

Next Steps: Discern which area of mental strength requires the most attention, and would have the greatest positive impact on yourself, and others, and start there. Remember, this is about mental strength within the context of leadership, so you want yours to be a force multiplier. And remember, you're strong when all your muscles are strong (not just your legs, for example). So, balance your mental muscle building efforts across all the areas that need it. Know that each question in the Mental Strength Self-Assessment links to a corresponding habit to build/supporting tool that you can reference/use in a later chapter of the book, *The Mentally Strong Leader*.

For example, say you were particularly dissatisfied with your score on question 41 in the Decision-Making section of the assessment; "How often would you (or others), say you're decisive?" In chapter 7 of *The Mentally Strong Leader*, "The Decision-Making Habit," you'll find a habit to build that helps you default to being decisive, and a supporting tool called the Cornering Indecision visual that will help you build a powerful habit to improve in this area. You'll also find a quick reference summary of all the habits/supporting tools in the book in chapter 9, "The Mental Action Plan (MAP)" - all so that you can "level up" your mental strength. So, create a plan for building all of the necessary tools into your routine. And consider applying the "weight-adding" approach detailed in the final tier description ("Novice") that follows.

You can also refer to the “Your score by area” section that follows for further guidance.

Novice (175 or below)

You have a baseline of mental strength to build from, but you have a lot of work to put in to become mentally strong - and that’s okay! (You’re far from alone) Think about it this way; you’re in the early stages of weight training. Meaning, to become mentally strong, you need to add more weight in two ways:

- Give the concept of mental strength more weight (more importance), and along with it, a commitment to work on it.
- Add more weight as you go to get stronger. In other words, start building your mental strength with some of the easier, “low-hanging fruit” habits to establish, then build up from there, to more and more difficult habit-building challenges (adding more “weight” as you go).

Next Steps: Develop a plan for doing exactly this. Using this questionnaire and the MAP in chapter 9 of *The Mentally Strong Leader* as help, make a prioritized list of the mental strength areas you need to improve, along with the habits and habit-building tools to get there. Start with the areas that will be easiest for you to improve upon so you create some momentum.

For example, say you didn’t like your score on question 23 in the Boldness section of the assessment, “How often do you think big, trying to stretch the limits of what seems possible at that time?” But you know that this is something you can easily and quickly improve, because you’ve just been given a project at work that’s going to require you to think big. Now, the good news kicks in. Each question in the Mental Strength Self-Assessment links to a corresponding habit to build/supporting tool that you can reference/use in a later chapter of the book. So, you turn to the corresponding habits and tools regarding thinking big (in chapter 5 of *The Mentally Strong Leader*, “The Boldness Habit”), and you’re off and running. You create a plan where you’re adding on other relatively easy “wins” and incorporating the corresponding habits/tools into your routine, one at a time, steadily increasing the difficulty as you go. You’ll also find a quick reference summary of all the habits/supporting tools in the book in chapter 9, “The Mental Action Plan (MAP),” all so that you can “level up” your mental strength.

You can also refer to the “Your score by area” section that follows for further guidance.

Your Score by Area

Now let’s look at your scores by specific area and what it means for you, as well as conduct a “mini-preview” of the habits/supporting habit-building tools you’ll find in the book, *The Mentally Strong Leader*, that will help you level up.

Fortitude Score

There are 50 possible Fortitude points in this assessment. Anything 40 points or below marks a priority opportunity for strengthening. Realize why fortitude is so essential for achievement (especially in the face of challenges) and why it’s one of the six tests of leadership (that also necessitates mental strength/self-regulation skills). Fortitude is mandatory in a work world where adversity is becoming the norm more than ever, where the things that wear us down, professionally

and personally, are in ever-increasing supply. So, a less-than-optimal score here means a weakened “defense system,” unimpeded exposure to the energy-draining elements of the everyday. You’ll find a host of fortitude-strengthening habits and supporting habit-building tools in chapter 3 of *The Mentally Strong Leader*, “The Fortitude Habit,” each of which lines up with the questions in the Fortitude section of this assessment (plus some additional habits/tools outside of what the assessment directly measures). These include habits/supporting tools to help you reframe setbacks, solve problems with discipline, perform under pressure and in crisis, bravely conduct difficult conversations, and more.

Confidence Score

There are 50 possible Confidence points in this assessment. Anything 40 points or below marks a priority opportunity for strengthening. Realize why confidence is so critical for achievement (especially in the face of challenges) and why it’s one of the six tests of leadership (that also necessitates mental strength/self-regulation skills). Confidence is nonnegotiable in an increasingly challenging work world where reasons to doubt yourself are around every corner, where self-belief (or lack thereof) becomes a self-fulfilling prophecy, and where, more than ever, organizations look to their leaders for belief and inspiration. So, a less-than-optimal score here means a weakened sense of self, making it nearly impossible for the best version of oneself to emerge, largely obstructing mental strength development (as confidence is a “feeder trait” to the other five tests of leadership). You’ll find a menu of confidence-strengthening habits and supporting habit-building tools in chapter 4 of *The Mentally Strong Leader*, “The Confidence Habit,” each of which lines up with the questions in the Confidence section of this assessment (plus some additional habits/tools outside of what the assessment directly measures). These include habits/supporting tools to help you handle criticism effectively, monitor your relationship with doubt and with yourself, practice two types of optimism, exude executive presence, and more.

Boldness Score

There are 35 possible Boldness points in this assessment. Anything 30 points or below marks a priority opportunity for strengthening. Realize why boldness is so essential for achievement (especially in the face of challenges) and why it’s one of the six tests of leadership (that also necessitates mental strength/self-regulation skills). Boldness is the antithesis of status quo, the courage elixir that pushes you past ordinary achievement to extraordinary achievement. It’s what makes growth happen. So, a less-than-optimal score here means you start with more of the same, you ascribe to limited versus limitless, you hold yourself back with pragmatism instead of lifting yourself up with possibility. You’ll find many boldness-strengthening habits and supporting habit-building tools in chapter 5 of *The Mentally Strong Leader*, “The Boldness Habit,” each of which lines up with the questions in the Boldness section of this assessment (plus some additional habits/tools outside of what the assessment directly measures). These include habits/supporting tools to help you think big, change a group’s unhelpful set of beliefs/narratives, foster a risk-taking spirit, lead change with conviction (by setting an inspiring change vision), and more.

Messaging Score

There are 45 possible Messaging points in this assessment. A score of 35 points or below marks a priority opportunity for strengthening. Realize why messaging is so vital for achievement (especially in the face of challenges) and why it’s one of the six tests of leadership (that also necessitates mental strength/self-regulation skills). Messaging is the signal you send to those around you, whether positive or negative, encouraging or toxic, that inspires people and adds to the workplace culture and spirit, or detracts from all of it. So, a less-than-optimal score here means opportunities to motivate missed and unwanted/unnecessary withdrawals from the trust and energy

level of your workplace. You'll find a host of messaging-strengthening habits and supporting habit-building tools in chapter 6 of *The Mentally Strong Leader*, "The Messaging Habit," each of which lines up with the questions in the Messaging section of this assessment (plus some additional habits/tools outside of what the assessment directly measures). These include habits/supporting tools to help you navigate negative emotions in the moment, avoid losing your temper and using demotivating language, avoid stealth negativity traps and proactively exude positivity instead, be an active listener, exhibit transparency and unyielding integrity, and more.

Decision-Making Score

There are 25 possible Decision-Making points in this assessment. A score of 20 points or below marks a priority opportunity for strengthening. Realize why decision-making is so central to achievement (especially in the face of challenges) and why it's one of the six tests of leadership (that also necessitates mental strength/self-regulation skills). Decision-making is at the epicenter of the leader's job, what they do all day, every day, the quality of which discerns high-potential leaders from just leaders (or managers), and is often the difference between success or failure. So, a less-than-optimal score here means a disadvantage from the get-go, too many incorrect paths chosen, too much momentum counteracted. You'll find a breadth of decision-making strengthening habits and supporting habit-building tools in chapter 7 of *The Mentally Strong Leader*, "The Decision-Making Habit," each of which lines up with the questions in the Decision-Making section of this assessment (plus some additional habits/tools outside of what the assessment directly measures). These include habits/supporting tools to help you avoid decision-making biases, create discipline and structure to drive better decisions, maximize decision confidence and decisiveness, and more.

Goal-Focus Score

There are 45 possible Goal-Focus points in this assessment. A score of 35 points or below marks a priority opportunity for strengthening. Realize why goal-focus is such an imperative for achievement (especially in the face of challenges) and why it's one of the six tests of leadership (that also necessitates mental strength/self-regulation skills). It's as simple as this - stay focused on the thing you're trying to achieve, you're far more likely to achieve it. Let your focus stray, and associated achievement wanders away as well. You get what you measure; you achieve what you focus on. So, a less-than-optimal score here means effort that drifts to anything but what matters most for getting where you want to go. You'll find a variety of goal-focus-strengthening habits and supporting habit-building tools in chapter 8 of *The Mentally Strong Leader*, "The Goal-Focus Habit," each of which lines up with the questions in the Goal-Focus section of this assessment (plus some additional habits/tools outside of what the assessment directly measures). These include habits/supporting tools to help you set intrinsically motivating goals, set thorough expectations, avoid distractions and focus on what you can control, stop procrastination and end perfectionism, and more.

Strength in Numbers

Congratulations! You know where you stand now on your mental strength and where to put in the work. That's the strength of this self-assessment: the data-based, research-backed, guiding numbers it provides.

But also know you can draw from strength in numbers; in knowing the truth that you're not alone. We all have some elements (or many elements) of mental strength that need some "leveling up."

And remember, you're not either mentally strong or mentally weak; we all have a baseline of mental strength to build from.

The good news is, you'll find everything you need in the book, *The Mentally Strong Leader*, to build a tailored approach that's right for you in your situation. With it, you'll learn how to productively regulate your emotions, thoughts, and behaviors, and flex that mental strength, by adopting the habits and habit-building tools in the book. Before long, you'll be pushing *to* something exceptional, *through* something challenging. All while *feeling* something extraordinary.

Your mentally strongest.

- Get *The Mentally Strong Leader* at scottmautz.com -

