Passions Assessment

Think about activities or work you have participated in that you have enjoyed immensely or have thought to yourself, “where did the time go, that was fun.” Whether it be through volunteer work, a school function, or a job you’ve held, when you experience a healthy dose of satisfaction in how you are applying your knowledge and skills, you are discovering what you love to do. Discovering your passions and finding work that is related to what you enjoy will help you achieve great results, build skills into strengths, and keep you energized at work.

Check the areas below that fit the description of passions you have, so you can factor them in when you are ready to create your Individual Development Plan.

**PASSIONS**

**CONTRIBUTING EXPERTISE AND RESULTS**

* Teaching others the skills and knowledge in my area(s) of expertise
* Working with others on a team as an individual contributor
* Working directly with customers or peers to resolve issues
* Producing work based on my own technical expertise
* Providing information and expertise to others
* Solving technical problems
* Other\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**SUPPORTING PEOPLE**

* Intervening and facilitating with teams and individuals to work through issues and problems
* Listening actively to peers and team members
* Recognizing people for high performance
* Communicating goals and expectations
* Overseeing team and individual efforts
* Other\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**DESIGNING & ASSISTING WITH HOW WORK GETS DONE**

* Overseeing processes and metrics to ensure quality and identify targets for improvement
* Designing and implementing systems and practices to support objectives
* Establishing procedures for problem solving and decision making
* Developing project plans and delivering project status updates
* Leading or facilitating teams to accomplish work
* Cultivating relationships and networks
* Other\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**DEVELOPING THE FUTURE VISION, CULTURE & ARCHITECTURE OF THE ORGANIZATION**

* Scanning the environment for trends and assessing organizational challenges and opportunities
* Anticipating the cultural and other impact of different decisions or directions on the organization
* Translating organizational goals and strategies into goals
* Holding strategic discussions to establish work priorities
* Communicating change and strategy to others
* Developing a vision for the future
* Other\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_