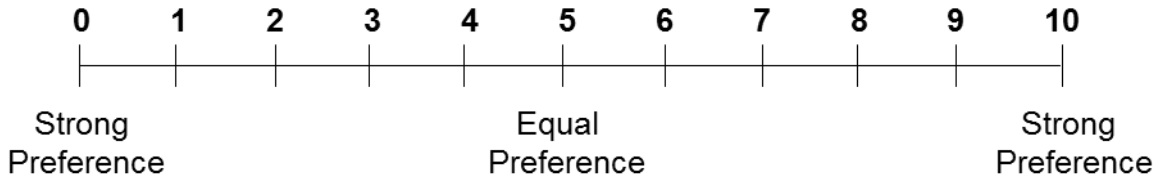
Assessment of Potential in Management vs Mastery

Score yourself on the following 15 questions using the scale below. Give yourself a score between 0 – 10 based on how strong a preference you have for the phrase in the left column versus the one in the right column.



✓	Strong Preference for Management: Score 0	Strong Preference for Mastery: Score 10	Score
	1. Working at the "big picture" level	Getting into the details	
	2. Having a broad and general area of responsibility	Having a specialized focus, particularly for a specific area you are passionate about	
	3. Working with people	Working with ideas, products, and projects	
	4. Making contributions to a team	Making individual contributions	
	5. Pursuing a team goal and achieving results as part of a team	Pursuing individual goals and achieving results on your own	
	6. Allowing others to receive partial credit for work you contribute to	Receiving full credit for work you perform	
	7. Having significant people responsibility	Having limited people responsibility	
	8. Guiding and coaching others	Creating and performing your own work	
	9. Overcoming complex people challenges	Solving complex technical challenges	
	10. Hiring a new employee	Starting a new project	
	11. Interacting with people	Interacting with data, technology, systems, and processes	
	12. Empowering and delegating work to others	Controlling the work you are involved in	
	13. Finding compromises and achieving consensus	Using your ideas	
	14. Being the leader of the team	Being one of the team members	
	15. Being curious about how people think	Being curious about how things work	
	TOTAL SCORE (out of 150)		

The maximum score is 150. The higher your score, the stronger your preference for using your domain skills (i.e. mastery) and the phrases in the right column. The lower your score, the stronger your preference for management and the phrases in the left column.

If you scored above 100, you are ideally suited for a career in mastery. If you scored below 50, you are ideally suited for a career in management. If you scored between 50 -100, you have interests in both and may be well suited for a career that involves both.

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