

# BOARD IQ™ SELF ASSESSMENT

	CONFIDENT UNCERTAINYES		CLEA R
<b>BOARD CAREER OBJECTIVE</b>			
Can you clearly state your "WHY" for choosing board service?	1	2	3
Can you clearly define your ideal (first or next) board service career opportunity, aligned with your personal experience and passions today?	1	2	3
Can you easily describe the characteristics of your ideal company for which you desire to serve?	1	2	3
Do you have prior board service to support your career objective?			
Does your career progression to date align with your ideal company	1	2	3
Do you currently have an updated Board Bio and resume?	1	2	3
Does your board bio resume and social media page include specific and clear description of accomplishments that only you can claim?	1	2	3
Is your LinkedIn profile aligned with board service?	1	2	3
Can you clearly explain the "story of you" in 5 minutes or less with specific emphasis on: (1) significant value created in each relevant executive role (2) your career transitions (3) your rationale for pursuing a future in board service at this time?	1	2	3
Do you know at least 5 executive recruiters in your industry by name, and will they take your call?	X	2	3
Are the companies you have worked for considered "impressive" to CEOs, venture capitalists, private equity partners, and investors in your industry? (If uncertain, ask executive recruiters)	1	2	3
Do you have reasonable tenures at the companies you've served, versus multiple short tenures?	1	2	3
Do you have Board of Director experience (even in a non-profit)?	1	2	3
<b>CONFIDENCE</b>			
Will you apply for a new job if you meet only 50% of the requirements?	1	2	3
Do you research companies that you apply to, and are you always prepared to answer why you are interested to work there?	1	2	3
Have you left all your former employers on good terms and would your former CEOs endorse you?	1	2	3
Can you confidently provide an employer at least 6 professional references including at least (2) CEO's and (2) investor / board directors	1	2	3
Do you show up at each interview wanting the job, even when you are uncertain?	1	2	3
Is your family supportive of your career aspirations and willing to support your journey?	1	2	3

## COMPETENCE

Do you have impressive credentials from impressive universities?	1	2	3
Have you earned an advanced degree(s)?	1	2	3
Have you created high value for your current employer?	1	2	3
Do you have a history of earning more career scope and compensation?			
Have you asked your executive leader for more responsibility with each value creation event of the past and were you granted it?	1	2	3
	1	2	3
Can you list the top 3 accomplishments you are most proud of throughout your career and why?	1	2	3
Are you aware of and prepared, in advance, to address typical interview questions at the executive level?	1	2	3

## EXECUTIVE PRESENCE

Do you take pride and feel confident in your professional appearance, personal appearance, fitness, etc.?	1	2	3
Does your social media presence depict your ideal professional image?	1	2	3
Are you often told by others that you present yourself with high energy?	1	2	3
In a team setting, do you listen more than you talk?	1	2	3
Have you had public speaking and/or media training?	1	2	3

## LEADERSHIP

Do you have the ability to command a room by listening and synthesizing a problem the group is struggling with?	1	2	3
Are you a solutions finder vs. one who simply reports the problem?	1	2	3
Have you built, engaged, led, and inspired a team or organization?	1	2	3
Do people enjoy working for you and have they given you positive 360 feedback?	1	2	3
Have a few of your employees followed you from one role and company to the next?	1	2	3
Can you list specific examples when you have engaged and empowered individuals?	1	2	3
Can you list specific examples when a team you led out-performed expectations?	1	2	3
Have you attended leadership training programs in past 2 years?	1	2	3
Have you attended board director training programs in past 2 years?			

	CONFIDENT YES	UNCERTAIN	CLEAR GAP
<b>GROWTH POTENTIAL</b>			
Can you identify the difference between growth minded and fixed minded individuals?	1	2	3
Are you a person who is growth minded and <ul style="list-style-type: none"> <li>Embraces challenge</li> <li>Persists in the face of setbacks</li> <li>Views effort as a path to mastery</li> <li>Learns from criticism</li> <li>Finds lessons and inspiration from the success of others</li> </ul>	1	2	3
Do you believe your basic abilities, intelligence, and talents are just fixed traits?			
Do you participate in cross-industry peer groups to broaden your mindset and your circle of influence?	1	2	3

<b>RELEVANT BOARD QUALIFICATIONS</b>			
Track record of 10+ years of strong performance at the senior executive or C-Suite levels with a large company, reporting directly to the CEO, or has responsibility for a major business unit	1	2	3
You have demonstrated leadership experience or deep knowledge or expertise in a specialty sought after by corporate boards	1	2	3
You are engaged in driving the overall strategic direction of your organization	1	2	3
Experience working with boards	1	2	3
You have capacity for serving on corporate boards while in current role	1	2	3
You have the support of your current CEO to consider outside board service	1	2	3

**SCORING:** For each: 1 = 1 point, 2 = 2 points, 3 = 3 points

TOTAL SCORE:	50-75	= Likely qualified and learning to navigate to right opportunities
	76-100	= On the right path to board service
	101-125	= Partially prepared for board service
	126-150	= Lots to learn, but with commitment will succeed