

PICS BEST Program

Entrepreneurial Self-Assessment

Answer the following situational questions:

Based on whether you: Always (4), Usually (3), Sometimes (2), or Never (1) behave according to the statement. Be honest.

	Never	Sometimes	Usually	Always
1. I hate being in a position of having to do things I prefer to act before I am forced to.	1	2	3	4
2. I keep looking for different things I can do.	1	2	3	4
3. If I am faced with a problem, I try to solve it.	1	2	3	4
4. I find out for myself what I need to know.	1	2	3	4
5. When I am working on something, I often check its quality to make sure it is good.	1	2	3	4
6. I treat family, friends, and my own convenience as less important than getting a job done.	1	2	3	4
7. I like to find ways of doing things less expensively than before.	1	2	3	4
8. I think logically about what I am doing and what I am going to do.	1	2	3	4
9. If there are several choices, I think carefully about each one of them before taking action.	1	2	3	4
10. I believe I can overcome obstacles	1	2	3	4
11. When someone disagrees with me, I try to deal with the disagreement instead of pretending it doesn't exist.	1	2	3	4
12. I am good at convincing people to buy things.	1	2	3	4
13. I learn useful facts from people "in the know".	1	2	3	4
14. If I see a problem coming, I do something about it now rather than waiting for it to happen.	1	2	3	4
15. I try to view my problems as opportunities.	1	2	3	4
16. When things are difficult, I find it very hard to give up.	1	2	3	4
17. When I am going to do something, I first ask questions to find out how to do it.	1	2	3	4
18. My work is better than other people's.	1	2	3	4
19. I am willing to work hard long hours to do what I said I would.	1	2	3	4
20. I try to minimize the time it takes to do things.	1	2	3	4
21. I try to foresee possible obstacles when I am making plans.	1	2	3	4
22. I find ways around problems that other people failed to find before.	1	2	3	4

23.	I know I can do what I set out to do.	1	2	3	4
24.	I try to confront differences of opinion openly, not to pretend they don't exist.	1	2	3	4
25.	If I want somebody to do something, I can persuade them to do it.	1	2	3	4
26.	I try to build networks of contacts in order to find out what I need to know.	1	2	3	4
27.	I can see for myself what action needs to be taken; I do not depend on others to tell me.	1	2	3	4
28.	When I run into obstacles, I see it as a chance to learn something new.	1	2	3	4
29.	I do not ignore difficulties; I try to overcome them.	1	2	3	4
30.	I make extensive, systematic inquiries about how to do things.	1	2	3	4
31.	I want to produce the best product of its type.	1	2	3	4
32.	I will do almost anything to finish a task on time.	1	2	3	4
33.	I look for ways of working more quickly.	1	2	3	4
34.	I do not plan on the assumption that all will go well. I anticipate problems, and I plan for them.	1	2	3	4
35.	I find innovative solutions to problems.	1	2	3	4
36.	When I start a task, I am confident I can complete it.	1	2	3	4
37.	I do not like to ignore interpersonal problems. I would rather admit to them and try to solve them.	1	2	3	4
38.	When I need people to do a task for me, I can get them to do it.	1	2	3	4
39.	I try to develop friendships because they are a fundamental resource for success.	1	2	3	4
40.	I do not like to wait until I must take action, I act before I have to.	1	2	3	4
41.	If an opportunity arises, I act on it immediately.	1	2	3	4
42.	If one solution doesn't work, I try to find another.	1	2	3	4
43.	If a problem needs to be analyzed, I analyze it myself.	1	2	3	4
44.	I want whatever I do to be of higher quality than anyone else's.	1	2	3	4
45.	If a job has to be completed, I am prepared to sacrifice my personal convenience in order to do it.	1	2	3	4
46.	I try to reduce costs.	1	2	3	4
47.	I try to plan how I will get over difficulties before I actually meet them.	1	2	3	4
48.	I develop new ideas.	1	2	3	4
49.	If I meet a challenge, I can overcome it.	1	2	3	4
50.	If I am having a problem with somebody else, I like to face up to it openly with that person.	1	2	3	4
51.	I can persuade people to do things for me.	1	2	3	4
52.	I look at my friends as part of my strength for the future.	1	2	3	4

Personal Characteristics Assessment Summary:

Making Sense of Your Responses

To make sense of your responses, transfer the numbers you have circled for each of the statements 1 to 52 into the appropriate space on this sheet and total each row. The highest total score for any category is sixteen (16) and the lowest total score is four (4).

Answer Values Total Category:

- | | |
|----------------------|----------------------------------|
| <input type="text"/> | Initiative |
| <input type="text"/> | Sees and acts on opportunities |
| <input type="text"/> | Persistence |
| <input type="text"/> | Information seeking |
| <input type="text"/> | Concern for high quality of work |
| <input type="text"/> | Commitment to work contract |
| <input type="text"/> | Efficiency orientation |
| <input type="text"/> | Systematic planning |
| <input type="text"/> | Problem-solving |
| <input type="text"/> | Self-confidence |
| <input type="text"/> | Assertiveness |
| <input type="text"/> | Persuasion |
| <input type="text"/> | Use of influence strategies |

Please remember, there are no 'right' or 'wrong' answers. This is a measurement of where your skill set is now. If some of your scores are low, don't panic, it is beneficial to identify the areas you need to work on, so you can build your skill base.

Use this assessment as an opportunity to utilize your top skills and work on developing your weakest skills as you are setting out on your new business venture.