

Directions:

1. Read the descriptions of each capability and rate where you think you are currently at. Be honest with yourself – but don't overthink it!
2. Use the rating scale below for each category.
 - a. 5 points. Expert
 - b. 4 points. Advanced
 - c. 3 points. Intermediate
 - d. 2 points. Basic
 - e. 1 point. Introductory
3. Your totals will be calculated in a chart at the end of the document

Input your name

Think Big	Descriptor(s) <small>Add Up Total. Core Strength: 16 points or higher. Support to Perform: 7 or less</small>	Self- Assessment
Thinks strategically	<ul style="list-style-type: none"> • Balances the organization's focus between long-term strategic choices and short-term marketplace dynamics • Builds competitive advantage and differentiation 	
Simplifies the complex	<ul style="list-style-type: none"> • Translates vision into realistic business strategies • Removes the clutter to clarify the core idea 	
Solves the complex	<ul style="list-style-type: none"> • Uses data from diverse sources to solve complex problems • Sees patterns and connections across the data • Demonstrates computational thinking 	
Sees the big picture	<ul style="list-style-type: none"> • Challenges status quo and thinks "outside the box" • Proposes ideas and concepts which advance the organization, resulting in new solutions • Fosters an environment where diverse and inclusive thinking is embraced 	
Sub-total for Think Big		
Drive Change	Descriptor(s) <small>Add Up Total. Core Strength: 22 points or higher. Support to Perform: 11 or less</small>	Self- Assessment
Thrives on change	<ul style="list-style-type: none"> • Anticipates change • Open to new ideas and new methods • Thrives in changing business conditions 	
Learning agility	<ul style="list-style-type: none"> • Learns quickly from mistakes • Thinks broadly • Processes information quickly 	
Introspection	<ul style="list-style-type: none"> • Asks the right, difficult questions • Focuses externally • Seeks new knowledge and skills and applies those insights to work 	
Appetite for risks	<ul style="list-style-type: none"> • Knows the appropriate level of risk to take to achieve an objective • Able to balance the benefits versus the risks to determine the appropriate course of action 	
Digital drive	<ul style="list-style-type: none"> • Seeks out the latest advances in data and technology and applies them to our business • Uses technology and data to win new business and advance our current business 	
Sub-total for Drive Change		
Help Others	Descriptor(s) <small>Add Up Total. Core Strength: 13 points or higher. Support to Perform: 5 or less</small>	Self- Assessment
Builds relationships	<ul style="list-style-type: none"> • Is authentic • Leverages working relationships with customers and colleagues to build strong connections • Ability to work effectively with different people and teams of people by putting others at ease 	
Actively collaborates	<ul style="list-style-type: none"> • Understands whole firm - beyond business line and geographic boundaries • Builds trust • Embraces the ideas of others across cultures, geographies and experiences 	
Helps others succeed (cares, etc.)	<ul style="list-style-type: none"> • Embraces diversity • Supports others' personal growth objectives • Takes ownership for own performance and performance of team 	
Sub-total for Help Others		

Inspire		Descriptor(s) <small>Add Up Total. Core Strength: 13 points or higher. Support to Perform: 5 or less</small>	Self- Assessment
Inspires others	<ul style="list-style-type: none"> Creates and articulates a compelling vision that galvanizes people Inspires others to follow organically Creates a culture that makes JLL an employer of choice 		
Creates vision and strategy	<ul style="list-style-type: none"> Demonstrates enthusiasm for capturing new opportunities in the face of change or challenge Established priorities and ensures their alignment with goals 		
Energizes others	<ul style="list-style-type: none"> Creates and supports a climate to maximize performance Models positive and enthusiastic behavior Champions employee development for career growth and mobility 		
Sub-total for Inspire			
Get It Done		Descriptor(s) <small>Add Up Total. Core Strength: 26 points or higher. Support to Perform: 15 or less</small>	Self- Assessment
Acts decisively	<ul style="list-style-type: none"> Makes timely decisions balancing effectiveness with efficiency Explores and determines effective solutions with urgency Takes calculated risks 		
Drives results	<ul style="list-style-type: none"> Takes initiative and evaluates trends to improve efficiency and effectiveness resulting in high quality performance in self and in the organization Ensures the delivery of high quality results 		
Passion to win	<ul style="list-style-type: none"> Pushes self to accomplish objectives and exceed expectations Firm-first mindset Pushes others to win 		
Takes ownership	<ul style="list-style-type: none"> Seeks out feedback pro-actively Uses feedback appropriately to adjust behavior 		
Accountable	<ul style="list-style-type: none"> Delivers consistent, timely, high quality work Resolves conflicting goals and priorities using formal organizational knowledge and informal network relationships to accomplish objectives 		
Resilient	<ul style="list-style-type: none"> Rebounds quickly from setbacks and adversity when facing difficult situations Takes proactive measures to make improvements in performance and work quality Leverages personal and organizational resources to creatively develop solutions, overcome obstacles, resolve conflicts among goals to achieve high quality outcomes 		
Sub-total for Get It Done			
Business First		Descriptor(s) <small>Add Up Total. Core Strength: 13 points or higher. Support to Perform: 5 or less</small>	Self- Assessment
Focuses on customers and clients	<ul style="list-style-type: none"> Seeks out and understands the needs, perspectives and motivations of our clients Creates win-win solutions Follows through on commitments 		
Business/financial acumen	<ul style="list-style-type: none"> Possesses appropriate expertise to perform job Seeks opportunities to increase knowledge and skills Shares knowledge with others Is viewed as a subject matter expert 		
JLL first	<ul style="list-style-type: none"> Understands and aligns work with JLL's Values and Mission Anticipates and seeks an understanding of the impact and implications of decisions on JLL Uses knowledge and experience to analyze issues 		
Sub-total for Business First			

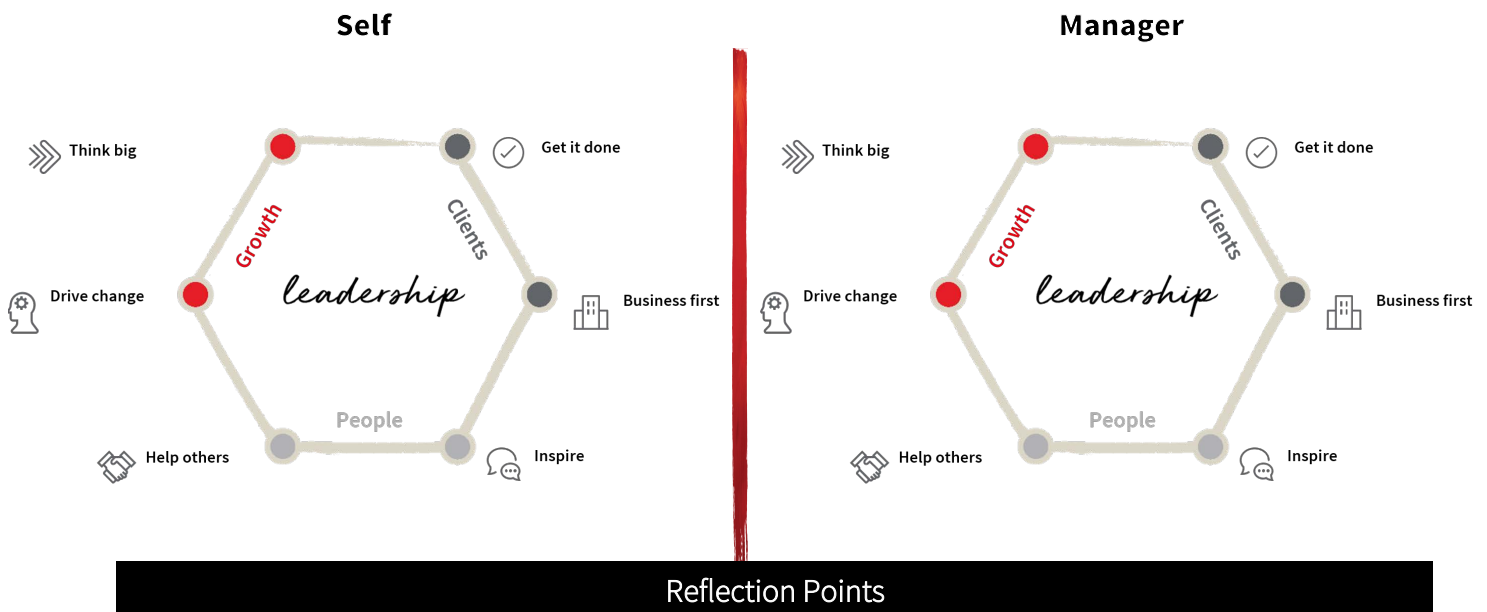
Directions:

1. Read the descriptions of each capability and rate where you think this **employee's** current capability is. Think of specific behavioral examples.
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1. What are your first reactions to the scores and graph?
2. Which capabilities are rated similarly by you and your manager?
3. Where do you rate them most differently?
4. Where did you rate yourself higher?
5. Where did you rate yourself lower?