

# ENGLISH AND CHINESE LEADERSHIP CIRCLE PROFILE SELF QUESTIONS

## ENGLISH QUESTIONS

I am quick to seize opportunities upon noticing them.

I am composed under pressure.

I connect deeply with others.

I negotiate for the best interest of both parties.

I am an efficient decision maker.

I am a good role model for the vision I espouse.

I learn from mistakes.

I help direct reports create development plans.

I balance 'bottom line' results with other organizational goals.

I allocate resources appropriately so as not to use people up.

I balance short-term results with long-term organizational health.

I reduce activities that waste resources.

## CHINESE QUESTIONS

我能很快地把握住机会。

我面对压力时能保持镇定。

我能与他人建立深厚的联系。

遇到需要协商的事情时，我会使双方的利益最大化。

我是一个有效率的决策者。

我对自己所拥护的愿景身体力行。

我善于从错误中学习。

我协助下属制订其发展计划。

我可以在财务目标与其他组织目标之间取得平衡。

我合理分配资源，以免耗尽人员的精力。

我可以在短期的绩效与组织的长期健康发展之间取得平衡。

我会减少浪费资源的活动。

I redesign the system to solve multiple problems simultaneously.

我重新设计系统，以同时解决多个问题。

I evolve organizational systems until they produce envisioned results.

我不断改进组织系统，直到达成预期的结果。

I see the integration between all parts of the system.

我能看到系统组织中各部分之间的关联性。

I accurately anticipate future consequences to current action.

我能够准确预测当前行动的结果。

I work to find common ground.

我努力寻找共识。

I create a positive climate that supports people doing their best.

我营造积极的氛围使得他人能够做到最好。

I create vision that goes beyond the organization to include making a positive impact on the world.

我创造的愿景高于组织利益，并且能为世界带来积极的影响。

I attend to the long-term impact of strategic decisions on the community.

我注重公司战略决策对社会的长远影响。

I balance community welfare with short-term profitability.

我在创造社会福利和短期盈利之间寻求平衡。

I live an ethic of service to others and the world.

我致力于服务他人与世界，这是我的主动选择。

I stress the role of the organization as corporate citizen.

我强调企业的社会责任。

I pursue results with drive and energy.

为追求结果，我总是干劲十足。

I am proficient at achieving high quality results on key initiatives.

对于关键事务，我足以胜任并且能够取得好成果。

I strive for continuous improvement.

我为持续改善而努力。

I surface the issues others are reluctant to talk about.

别人不愿讨论的棘手话题，我也会带上台面。

I take responsibility for my part of relationship problems.

在人际关系出现问题时，我主动承担相应责任。

I speak directly even on controversial issues.

即便对有争议的问题，我也直言不讳。

I am courageous in meetings.

我在会议上勇于发表自己的意见。

I focus in quickly on the key issues.

我能够迅速聚焦关键问题。

I make the tough decisions when required.

我在必要时能对棘手的问题作出决策。

I make decisions in a timely manner.

我能够及时做出决定。

I live and work with a deep sense of purpose.

我的使命感很强，不论工作还是生活都是如此。

I communicate a compelling vision.

我可以向别人讲述我们的愿景，并使对方信服。

I am compassionate.

我富有同情心。

I form warm and caring relationships.

我可以跟别人建立温暖且充满关怀的关系。

In a conflict, I accurately restate the opinions of others.

遇到冲突时，我可以准确地复述对方的观点。

I listen openly to criticism and ask questions to further understand.

我能够虚心听取批评，遇到不理解的地方，还会通过提问以帮助自己更好理解对方。

I create common ground for agreement.

我为达成一致寻求共识。

I am a people builder/developer.

我重视人才的塑造与培养。

I provide feedback focused on professional growth.

我给别人反馈时，会重点关注如何帮助对方成长。

I help people learn, improve, and change.

我帮助他人学习、提升和改变。

I promote high levels of teamwork through my leadership style.

我通过自己的领导风格来促进高效的团队合作。

I am a calming influence in difficult situations.

我能在困境中安定人心。

I balance work and personal life.

我可以在工作与生活之间取得平衡。

I find enough time for personal reflection.

我能够找到充足的时间反省自我。

I am relatively uninterested in personal credit.

我不太热衷于让别人记住我的功劳。

I lead in ways that others say, 'we did it ourselves.'

我的领导风格是，成事后，团队总是会问，“这是我们自己努力的成果”。

I share leadership.

我授权他人领导工作，促进团队成员之间的合作。

I exhibit personal behavior consistent with my values.

我的为人处世跟我的价值观是一致的。

I hold to my values during good and bad times.

无论顺境逆境，我都坚持自己的价值观。

I personally search for meaning.

我力求寻找意义。

I investigate the deeper reality that lies behind events/circumstances.

我会挖掘事件背后更深层次的意义。

I examine the assumptions that lay behind my actions.

我审视自己行动背后的假设。

I believe winning is what really matters.

我相信赢得胜利才是最重要的事。

I believe to feel good, one must constantly move up.

我认为要让自己感觉良好，就需要不断往上爬。

I believe average is definitely not good enough.

我认为达到平均水平远远不够。

I need to perform flawlessly.

我需要把事情做到完美无缺。

I tend to control others.

我倾向于控制他人。

I am aggressive.

我非常强势。

I have to get my own way.

我必须按自己的方式行事。

I worry about others' judgment.

我担心别人怎么看我。

I need the approval of others.

我需要获得别人的认可。

I am conservative.

我行事保守。

I conform to rules.

我在规则内办事。

I follow conventional ways of doing things.

我遵循固有的做事方式。

I am passive.

我做事被动。

I lack passion.

我缺乏热情。

I am wishy-washy in decision making.

我决策时优柔寡断。

I am self-centered.

我以自我为中心。

I am arrogant.

我态度傲慢。

I am emotionally distant.

我与他人情感疏离。

I am hard to get to know.

别人难以了解我。

I am critical.

我习惯批评别人。

I hurt people's feelings.

我会伤害别人的感情。

I put people down.

我当着别人的面批评他人。

I am sarcastic and/or cynical.

我常常愤世嫉俗。

I inspire others with vision.

我用愿景来启发他人。

I directly address issues that get in the way of team performance.

我会直接处理干扰团队表现的问题。

I display a high degree of skill in resolving conflict.

我善于调节冲突。

I adopt others' points of view so as not to disappoint them.

我会为了不让他人失望而采用他们的观点。

I try to please others by going along to get along.

我用迎合的方法来取悦他人。

I need to be accepted by others.

我需要得到别人的接纳。

I work too hard for others' acceptance.

我想尽办法来让别人接受自己。

I try too hard to be the best at everything I take on.

我过分努力地要把每件事都做到最好。

I drive myself excessively hard.

我把自己逼得太紧。

I need to be admired by others.

我需要得到别人的仰慕。

I expect extremely high standards of others.

我对他人的期待很高。

I push myself too hard.

我过份严苛地鞭策自己。

I am excessively ambitious.

我野心太大了。

I am a workaholic.

我是个工作狂。

I dictate rather than influence what others do.

我直接下命令，而不是通过影响的方式让他人做事。

I am domineering.

我行事跋扈。

I pursue results at the expense of people.

为了得到成果，我可以牺牲他人的利益。

I am overly conservative.

我过分保守。

I try too hard to conform to the group's rules/norms.

我过分努力地让自己适应群体。

I play it too safe.

我总是在界限内活动。

I am aloof.

我对人对事漠不关心。

I remain standoffish.

我保持冷淡的态度。

I lack drive.

我缺乏动力。

I have too big of an ego.

我自视过高。

I am satisfied with the quality of leadership that I provide.

我对自己的领导力感到满意。

I am the kind of leader that others should aspire to become.

我是那种别人该模仿的领导。

I am an example of an ideal leader.

我是好领导的模范。

My leadership helps this organization to thrive.

我的领导能力让组织得以繁盛发展。

Overall, I provide very effective leadership.

总体而言，我的领导力行之有效。

I have a firm grasp of the market place dynamics.

我对市场动态有很好把握。

I provide strategic direction that is thoroughly thought through.

我提出的战略方向都经过深思熟虑。

I am a gifted strategist.

我是富有才华的战略家。

I integrate multiple streams of information into a coherent strategy.

我能够把多种渠道的信息融汇成一体化的战略。

I establish a strategic direction that helps the organization to thrive.

我能够指明公司的战略方向，让公司得以繁盛发展。

I stay abreast of trends in the external environment that could impact the business currently and in the future.

我持续关注外部环境的趋势，因为这些趋势会影响公司当前及未来的发展。

I handle stress and pressure very well.

我可以轻松地应付压力。

I lead in a manner that is completely aligned with my values.

我的领导方式跟我的价值观是吻合的。

I act with humility.

我为人谦虚。

I get the job done with no need to attract attention to myself.

我专注做事而不需邀功。

I take forthright action without needing recognition.

我能够果断作出决定，也不需要获得别人的认可。

I am a perfectionist.

我是个完美主义者。

I try to do everything perfectly well.

我力求凡事都做到至善至美。

I need to excel in every situation.

我需要在所有情况下都出类拔萃。

I am critical of myself when things don't go as well as expected.

事情不顺利的时候，我会自责。

I provide strategic vision for the organization.

我给组织提供战略愿景。

I articulate a vision that creates alignment within the organization.

我能清晰讲述愿景以让组织团结起来。