

Alternative Careers in Nursing

Assessment 3-3 Personal Characteristics

Instructions: Answer as honestly as you can. Rate yourself on each statement using a scale of 0 to 6. A score of 0 means that the statement is never true for you; a score of 6 means that is always true. For each of the following 34 statements, place a check under the column that represents your numerical score for that statement. A score of 6 indicates exceptional capacity; a score of 4 or 5 indicates well-developed competencies; a score of 2 or 3 indicates undeveloped areas that may interfere with your ability to function in an entrepreneurial role; and a score of 0 to 1 represents a deficiency of greater magnitude that may adversely affect your performance as an entrepreneur.

Rating

Statement	Deficient (0, 1)	Under- Developed (2, 3)	Well- Developed (4, 5)	Exceptional (6)
1. Even when I was young, I had business ventures.				
2. As a youngster, I had entrepreneurial role models- parents, neighbors.				
3. I have friends and contacts who are entrepreneurs.				
4. I can visualize myself in an independent, entrepreneurial role.				
5. I'm willing to take risks that I view as reasonable.				
6. I enjoy ambiguity because it stimulates my creativity.				
7. I have more energy than most people I know.				
8. I'm a critical thinker.				
9. I have a good sense of humor and can laugh at myself.				
10. The respect and admiration of others is important to me, but it does not deter me from taking an unpopular stand or pursuing goals that are important to me.				
11. I'm usually the one in my work group who initiates new ways of solving old problems.				
12. I like the challenge of new tasks and projects.				

13. I prefer to have the sole accountability for project outcomes.				
14. I will work extremely hard at problems or tasks when I believe I can make a difference in how they turn out.				
15. I'm good at influencing others to accept new ways of doing things.				
16. I'm comfortable marketing myself or my ideas to others.				
17. I'm good at "networking".				
18. I don't worry about the limits of my job description, but take the initiative to implement my role.				
19. I like to consider possibilities rather than limitations.				
20. I frequently see the problems inherent in a system and look for ways to overcome them or change the system.				
21. Other people ask for my help or advice in matters related to my special skills.				
22. I reward myself when I feel I've done a good job.				
23. I've found ways to take care of my needs for positive feedback.				
24. The biggest reward I have from my work is self-actualization.				
25. I prefer independence in my work role.				
26. I prefer variety in my work.				
27. I can mobilize necessary resources (time, people, energy) when a job needs to get done.				
28. I enjoy responsibility.				
29. Although I prefer autonomy, I can collaborate well with others on work projects.				

30. I can usually find new opportunities to use my skills.				
31. I learn from my failures.				
32. I know how to relax when my stress level gets too high.				
33. I'm discreet and do not share information inappropriately.				
34. I can deal with loneliness.				

Statements 4, 5, 9, 14, 16, 22, 23, 31, 32 and 34 assess self-concept; statements 15, 17, 21, 27, 29 and 33 assess leadership influence; statements 7, 10, 13, 18, 24, 25 and 28 assess independence, drive and desire; and statements 6, 8, 11, 12, 19, 20, 26 and 30 assess creativity and problem solving.

The first three statements represent personal experiences with entrepreneurs or entrepreneurship that gives you special insights into the roll. If you lack these experiences, you may be well advised to work with a partner, seek out a mentor or develop an entrepreneurial network for support and feedback. The fourth statement indicates how much you will believe in yourself as an entrepreneur. The remaining thirty items address the skills and traits listed above.

Scoring. If most of your checks are in the “well-developed” or “exceptional” categories, you have the drive, creativity, insights and personal strengths to handle the entrepreneurial role. Deficiencies or underdeveloped traits require reflection on your part. Carefully consider the effect that lack of any given characteristic may have on your capacity to function as an entrepreneur. If the deficiencies are likely to be problematic, steps should be formulated and implemented to diminish their capacity to hinder your performance.