

# The 6 Desires of People Worksheet

**Organization Name:**

**Individual Name:**

**Fulfillment Score:** \_\_\_\_\_  
Indicators or causes of success or failure:

**Autonomy Score:** \_\_\_\_\_  
Indicators or causes of success or failure:

**Praise and Recognition Score:** \_\_\_\_\_  
Indicators or causes of success or failure:

**Safety Score:** \_\_\_\_\_  
Indicators or causes of success or failure:

**Discipline Score:** \_\_\_\_\_  
Indicators or causes of success or failure:

**Growth Score:** \_\_\_\_\_  
Indicators or causes of success or failure:

**Total Score:** \_\_\_\_\_  
Indicators or causes of success or failure & plan of action:



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### Scoring Rubric and Definitions

Complete this form and use it as you would a gauge on a vehicle dashboard to assess your organization and people. Poll, survey or conduct sensing sessions or individual counseling with your people to determine scores. For high scores, reinforce policies, leadership and other organizational practices to reinforce success. For low scores, survey your people and determine what is causal to failure(s).

**Scoring Rubric:** 5 Best or High, 1 Worst or Low

Individual score: 5 = success to be reinforced, 1 = shortfall to be addressed

Total score: 25-30 = success to be reinforced, 24-Below = shortfall to be addressed

#### Definitions:

**Fulfillment:** **Organizational:** People behind an organization's vision, motivated by the cause and active in its pursuit.  
**Individual:** When people reach something which they desire or something which is promised or expected. When people can foster their own purpose for being or live out their passion(s).

#### Praise and

**Recognition:** Formal and informal statements, actions or events conducted by leaders which take notice of the hard work and successes of the people they lead.

**Safety:** A sense of being or a psychological state where people are comfortable from threats like being fired after making an innocent mistake or scolded for speaking their mind or preyed upon by an outside organization or a higher level organizational leader.

**Discipline:** Doing the right thing when nobody is looking. Training people to obey a set of rules punishing those who do not.

**Growth:** **Professional:** Process where the employee with the support of his or her employer undergoes various training programs to enhance his or her skills and acquire new knowledge and skills.  
**Personal:** Process by which leaders help their people achieve goals, both personal (not job related) and professional (related to their position in the organization). Helping people expand their knowledge and mature as individuals and organizational members.

