This quick assessment will help you evaluate the Drama Quotient in your office.

First, let's take a look at the behavior of your <u>coworkers</u>. Please respond to each of the following questions with a "yes" or "no" answer.

1.	Does your office suffer from Chronic Shock Syndrome (i.e. – are people in the habit of greeting change with surprise, panic, and blame)?	Yes	No
2.	Are BMWs (Belly-Aching, Moaning, and Whining) common in your office?	Yes	No
3.	Do people make decisions based on assumptions about the motivations of others?	Yes	No
4.	When accounting for poor results, do people tend to use the words "they" and "me/us" with a lot of victim words in between (such as "ignored," "screwed," "excluded," etc.)?	Yes	No
5.	Do your coworkers spend more time judging and critiquing than they do helping one another?	Yes	No
6.	Does feedback tend to be met with moping, defensiveness, or retaliation rather than change?	Yes	No
7.	Are people more invested in being right than getting the job done?	Yes	No
8.	Do those around you exhibit signs of a victim mentality (lack of proactivity, "us vs. them" attitude, believing themselves to be at the mercy of circumstances or fate)?	Yes	No

Sometimes leadership hires, tolerates, or doesn't get rid of the drama. These next questions are about the <u>leadership</u>. Please respond to each of the following questions with a "yes" or "no" answer.

9.	Do you struggle with any of the following types of employees? • Chronic underperformers • Tenured employees whose skills are outdated • Self-righteous top performers with an outsized sense of entitlement	Yes	No
10.	Do you look around and see people who have mentally disengaged – but keep coming to work?	Yes	No
11.	Do you look around and see people that you've mentally fired – but never told?	Yes	No
12.	Do you still tolerate "that's not my job" (or any version of it) as a response to a request?	Yes	No
13.	Do you believe you are one of few people in your organization who truly want success?	Yes	No
14.	Do you spend most of your management time and energy on a few problem people while your best performers run on autopilot?	Yes	No
15.	Do you and your employees spend more time playing "not to lose" rather than "playing to win?"	Yes	No

SCORECARD

Count your "yes" answers to assess your office's Drama Quotient.

0 – 4   Congratulations if you had less than two "yes" answers! If your role provides you a decent level of visibility, it is likely you work in a very peaceful environment – free from drama, insanity, and excuses. Keep up the good work.

If you had three "yes" answers, be cautious. This level of drama could be mildly distracting. Any distractions can lead to subpar results.

4 – 9   This is a Miserable level of drama.

You might as well put "drama" on your budget as a line item, because you are funding it in a big way. Chances are that much of the drama in your organization is starting with you. You'll need to start by working on yourself. Refer to the principles of *Reality-Based Leadership* to be certain your mindset is right. Then, you'll have to get relentless about changing the mindsets of your employees – or getting new employees. In the meantime, make the *Reality-Based Leadership* materials your new best friend, or risk losing what you've worked so hard to build.

Greater than 10   This is an Utterly Exhausting level of drama.

Time for a full-on cultural overhaul and *Reality-Based Leadership* intervention! It won't be easy, but it will be worth it when you see the results when your talent is used for productivity rather than drama. Drama will become a dirty word in your organization, and it is highly likely that your results are suffering. The turnaround starts now. Identify an area focus before the end of the day and start there. A suggested place to start is within yourself, and then lead the person in front of you at any given moment using the tools you've learned from *Reality-Based Leadership.*