**Proficiency Worksheet**

If this is new for you. It will help to focus. To do basic PD/OD assume you’ll be well served if you have 3 each of theories (models), methods, and skills that you are proficient with. They are with you immediately; no need to look it up. As you go along that list needs to grow—think ten of each. Stance and emotional intelligence are different. There’s not a number. All the emotional intelligence areas need strength. And there are core stances needed for OD/PD practice. You need to be aware of your strengths and weaknesses in regard to stance and emotional intelligence.

YOUR NAME:

**Proficiency in theory, methods and skill**

|  |  |
| --- | --- |
| **Proficient in using - now** | **Need to become proficient in using** |
| **Theories/models**  | **Theories/models** |
| **Methods** | **Methods** |
| **Skills** | **Skills** |

**Stance and emotional intelligence**

Use the Emotional Competency Framework to do a self-assessment. I don’t have something like that for stance. You’ll need to ponder, look inside.

|  |  |
| --- | --- |
| **Emotional intelligence – I have this** | **Emotional intelligence – I need this** |
| **Stance – I have this** | **Stance – I need this** |