

Core Values - Self-Assessment

This self-assessment aims to offer practical insights into the five core values that Deliver Asha considers essential for good judgment and building trusted relationships.

Values are foundational personal qualities we embrace as standards for positive behavior. We believe that when individuals embrace these five values, they set themselves up to achieve self-actualization, thereby benefiting society by fostering a stronger sense of community, social cohesion, innovation, compassion, and overall well-being for everyone.

Scoring Instructions

Take the time to carefully review each of the 12 statements for every core value at least once before selecting the score that best reflects how true it is for you right now.

To help mentors understand your unique strengths and areas for growth, follow these guidelines to rate each of the 12 statements listed for every value.

- **Use the highest score (5) for at least two statements that represent your top strengths.**
 - **Use the lowest score (1) for at least two statements that represent your most significant growth areas.**
 - **Use the scores (2, 3, 4) for the other remaining eight statements as appropriate.**
-

Trust and Integrity

This self-assessment is designed to help you gauge the level of **trust and integrity** you model in your personal day-to-day life.

Score Range	Description
1	Very Low: I rarely or never behave this way; it is not a guiding principle.
2	Low: I do this sometimes but often struggle or avoid it when there's a cost.
3	Moderate: I try to do this, but my consistency is highly dependent on the situation.
4	High: I do this actively and consciously try to maintain this ethical standard.
5	Very High: This is a core value; I do this automatically, even when it is difficult or inconvenient.

#	Personal Commitment to Trust and Integrity	Score (1-5)
1	If I commit to a personal deadline or appointment, I meet it or proactively communicate well in advance if I cannot.	
2	If a cashier gives me back too much change or an error benefits me financially, I immediately point it out and return the extra amount.	
3	When I break a promise, I take full responsibility immediately, without making excuses or blaming others.	
4	I keep secrets or confidential information entrusted to me, even when tempted to share it for gossip or personal gain.	
5	I use my position or influence to advocate for what is fair and right, even when doing so is unpopular or risks conflict.	
6	If I borrow money or an item, I return it exactly as promised or requested, without having to be reminded.	
7	My friends and family rely on me as the person they know will give them an honest opinion , even if the truth is difficult to hear.	
8	I avoid making promises I know I cannot keep, carefully managing expectations with everyone in my life.	
9	I only share information about others that I know to be factual, avoiding rumors and unfounded speculation.	
10	When I am angry or frustrated with someone, I address the issue directly with them rather than talking negatively behind their back.	
11	I am consistent across different environments; my behavior at home is the same as my behavior at work or in public.	
12	I believe my personal moral code guides my actions more strongly than immediate convenience or peer pressure.	

Interpretation and Next Steps:

- **Analyze Your Scores:** High scores (4-5) indicate that **integrity is likely a core strength** and reliable guide in your life. Low scores (1-2) indicate situations in which convenience or external pressure may be overriding your ethical standards.
- **Focus on Consistency:** Integrity is built on **small, repeated acts**. Identify one specific scenario (e.g., following up on small promises) where you scored a 3, and intentionally commit to achieving a 4 or 5 in that area this week.
- **Practice Accountability:** When you fail, practice making an immediate, full admission without a subsequent excuse. This simple act powerfully reinforces integrity.

Personal Agency and Responsibility

This self-assessment is designed to help you evaluate your sense of **personal agency and responsibility**—your confidence in your ability to influence your life and be responsible for your actions intentionally. The goal is to enhance your sense of being an active agent in shaping your life, rather than a victim.

Score Range	Description
1	Very Low: I rarely feel in control; I consistently rely on others or blame external factors.
2	Low: I sometimes try to take charge but often feel powerless or avoid taking full responsibility.
3	Moderate: I generally try to influence outcomes but sometimes let circumstances dictate my actions.
4	High: I actively work to shape my life and reliably take ownership of my commitments.
5	Very High: I am the confident, primary driver of my life's path and fully embrace accountability.

#	Personal Commitment to Personal Agency and Responsibility	Score (1-5)
1	When I encounter a challenge or a problem, my first thought is " What action can I take right now to solve this? "	
2	I believe that the effort I put in today will directly and significantly affect my long-term future options.	
3	I consistently follow through on promises and commitments I make to others (family, friends, colleagues, etc.).	
4	If I fail a task or make a mistake, I immediately take responsibility for my part in it, without blaming external factors or others.	
5	I proactively set personal goals for my week (e.g., skill practice, exercise, reading) and reliably track my progress.	
6	When faced with a difficult choice, I gather necessary information and make a clear decision , rather than waiting for someone else to decide for me.	
7	I proactively seek out and apply for opportunities (like jobs, programs, or new roles) even if I'm not entirely sure I'll succeed.	
8	I manage my personal finances (budgeting, tracking expenses) and take full accountability for my monetary decisions.	
9	I consciously choose to spend my time on activities that move me toward my aspirations instead of only seeking immediate entertainment.	
10	I understand that while I can't control what others do, I am 100% in control of my reaction and my effort.	
11	I clearly communicate my boundaries and needs to others (e.g., saying 'no' to extra work, requesting help) rather than suffering in silence.	
12	I initiate and lead new projects or improvements in my life or work, rather than waiting for someone else to start them.	

Interpretation and Next Steps:

- **Low Scores (1-2):** Focus on **Control**. Select a small, predictable part of your life (like your morning routine or task list) and dedicate a week to taking complete control over it. Recognize that small wins lead to greater confidence.
- **Mid Scores (3):** Focus on **Accountability**. When something goes wrong, practice saying, "**My bad, I'll fix it,**" before offering any explanation. Shift the habit from justifying to fixing.
- **High Scores (4-5):** Focus on **Impact**. Use your influence to help others discover theirs. Mentor a friend or colleague by asking, "What action can *you* take next?"

Outward & Inclusive Mindset

This self-assessment helps individuals evaluate the level of **outward mindset** they demonstrate in their daily interactions. An outward mindset involves seeing and appreciating others as people with needs and goals, rather than simply as objects or obstacles. The goal of an outward mindset is to move from **self-centered survival** to **mutual growth**.

Score Range	Description
1	Very Low: I rarely think about how my actions affect others.
2	Low: I sometimes consider others but mostly focus on my own needs.
3	Moderate: I often try to consider others, but it's not always consistent.
4	High: I actively try to see the world from other people's perspectives.
5	Very High: Seeing others as valuable people and including them is natural for me.

#	Personal Commitment to Outward & Inclusive Mindset	Score (1-5)
1	When someone I know is struggling, my first thought is " What can I do to genuinely help or support them? "	
2	I prioritize listening to understand someone else's true needs before immediately offering my own advice or solution.	
3	When I disagree with a peer, I try hard to understand the real reason behind their point of view before responding.	
4	I believe that the success of my friends, team, or colleagues is my success, too , and I celebrate it genuinely.	
5	If I notice someone making a decision, I consider how that choice might negatively impact people outside my immediate circle (e.g., community, environment).	
6	I consciously seek out interactions with people who have different backgrounds or opinions from my own to broaden my perspective.	
7	When I have a plan or goal, I first consider how it will affect others and adjust my approach to minimize inconvenience for them.	
8	I avoid making assumptions about someone's intentions and instead ask open-ended questions to understand their motives.	
9	When working in a group, I make sure that everyone's voice is heard , especially those who rarely speak up.	
10	I easily recognize and appreciate the non-obvious contributions that people make (e.g., the cleaning staff, maintenance workers, quiet colleagues).	
11	If I am running late or must cancel a plan, I immediately notify the person affected, prioritizing their time and schedule.	
12	I genuinely believe that my own well-being is connected to the well-being of my neighbors and community .	

Interpretation and Next Steps:

- **Analyze Low Scores (1-2):** Focus on **Observation**. Commit to noticing the needs of one person outside your immediate circle each day. Simply ask, "How are you doing?" and truly listen.
- **Analyze Mid Scores (3):** Focus on **inclusion**. When observing a group activity, identify someone who isn't participating and invite them to join.
- **Analyze High Scores (4-5):** Focus on **Leadership**. Use your outward mindset to promote fairness and positive change in your community, serving as a role model for inclusion.

Gratitude

This self-assessment is designed to help you gauge the level of **gratitude** you model and practice in your daily life.

Score Range	Description
1	Very Low: I rarely or never recognize or express thanks; it's not on my mind.
2	Low: I usually only feel thankful when something majorly good happens.
3	Moderate: I recognize my blessings sometimes, but I often forget to express them.
4	High: I make a conscious effort to practice gratitude and express it daily.
5	Very High: Gratitude is my natural default outlook; I find appreciation in almost every situation.

#	Personal Commitment to Gratitude	Score (1-5)
1	I actively notice and appreciate small, everyday occurrences (like a good cup of coffee or finding a parking spot) as positive events.	
2	When something goes wrong, I can usually find one positive thing or lesson to be thankful for in the situation.	
3	I regularly take time to express verbal "thank you" to people who serve me or help me in a small way (e.g., store clerks, drivers, coworkers).	
4	I rarely compare my possessions, status, or luck to others; I am content with what I have.	
5	I use my sense of gratitude to help me navigate stress or difficult emotions, realizing I have resources to cope.	
6	If someone gives me a thoughtful gift or does a large favor, I follow up with a written thank-you note, email, or sincere phone call.	
7	I maintain a consistent, dedicated practice (like a journal or daily list) to record things I am grateful for.	
8	I spontaneously think of people who have helped me in the past and genuinely wish them well.	
9	When someone achieves success, I feel genuine happiness for them rather than jealousy or envy.	
10	I feel a sense of appreciation for basic necessities like shelter, clean water, and food, even when they are routine.	
11	I believe my family and friends know that I value and appreciate them, without me having to remind them often.	
12	I believe practicing gratitude is a skill that improves my overall mental health and outlook on life.	

Interpretation and Next Steps:

- **Analyze Low Scores (1-2):** Focus on increasing **awareness**. Begin by listing three things you're thankful for each night before bed.
- **Analyze Mid Scores (3):** Focus on **action**. Aim to thank five different people verbally in one day, being specific about what you're grateful for.
- **Analyze High Scores (4-5):** Focus on **sharing**. Use your gratitude to inspire and encourage others, showing them how to find the positive in their own lives.

Learning & Curiosity

This self-assessment is designed to help you gauge your current level of personal commitment to **learning and curiosity**.

Score Range	Description
1	Very Low Commitment: I rarely or never do this; it's not a priority.
2	Low/Emerging Commitment: I do this only when necessary or when directly asked.
3	Moderate Commitment: I do this sometimes, but inconsistently or without deep passion.
4	High Commitment: I do this actively and make conscious efforts to seek these situations out.
5	Very High Commitment: This is a core part of who I am; it happens naturally and automatically.

#	Personal Commitment to Learning and Curiosity	Score (1-5)
1	When faced with a task I don't know how to do, my first instinct is to actively search for resources and teach myself, rather than asking someone for the answer immediately.	
2	I regularly seek out books, documentaries, or podcasts on subjects completely unrelated to my job or existing hobbies, just to expand my general knowledge.	
3	I view failure or making a mistake not as a setback, but as valuable data necessary for learning and making a stronger attempt next time.	
4	I can easily articulate 3-5 specific questions I am currently trying to find answers to about the world, my field, or myself.	
5	When someone challenges my opinion or offers constructive criticism, I genuinely listen and consider their perspective, rather than becoming defensive.	
6	I allocate a specific amount of my weekly time (e.g., 1-2 hours) specifically for unstructured learning, reading, or skill development.	
7	When I encounter an unfamiliar word, concept, or piece of jargon in conversation, I make an effort to look it up later.	
8	I enjoy trying a new activity or engaging in a skill where I know I will be a complete beginner and will look awkward or unskilled initially.	
9	I frequently reflect on past decisions or experiences to analyze my thinking process and identify what strategies worked well and what strategies didn't.	
10	I actively teach or explain complex ideas to others because it is one of the best ways to solidify and deepen my own understanding.	
11	I am comfortable and confident saying, "I don't know," and then following up with, "But I can find out."	
12	I prefer engaging in deep, thoughtful conversations about ideas and concepts over casual small talk about people or events.	

Interpretation and Next Steps:

- **Analyze High Scores (4-5):** These are your "**Effortless Strengths.**" Find ways to leverage these traits in other areas of your life, such as using your curiosity to discover a more engaging job.
- **Analyze Mid Scores (3):** These are your "**Growth Zones.**" These are habits you practice but do so inconsistently. Focusing intentional effort here will lead to the greatest improvement in your dedication to learning.
- **Analyze Low Scores (1-2):** These indicate "**Blind Spots**" or areas where fear of failure or lack of focus might slow your growth. Select one low-scoring area to prioritize for development.