

INSTRUCTIONS: Mark the items below that you experience *some to all of the time*.

- Heightened distractibility
- Persistent feeling of being in a hurry, even when you don't need to be
- Infrequent deep thought or feeling
- Struggle to sustain full attention to a thought
- Easily become bored, restless, irritable
- Feel overwhelmed, whether or not you are
- Hopping from task to task, idea to idea
- Hard to fully enjoy pleasant moments
- Feel out of control
- Compulsive, growing need for electronic "hits"
- Overcommit, allow too many interruptions
- Faking your full attention
- Attempt to multitask all the time

How many checkboxes did you mark?

- SCORING:
- 1 – 4 Impact is visible. Get a *proactive* handle on this.
 - 5 – 9 ADT virus has infiltrated your life. Take action now to stop the spread and regain some balance where it has been lost.
 - 10 – 13 ADT significantly impacts your life. Relationship and health issues have likely emerged. Change is overdue. Prioritize which to make first and find supporters. Look for necessary environmental and system changes as well as individual habit changes since your life has likely adapted around ADT.

INSTRUCTIONS: Enter the number (1 – 5) to the right of each statement to indicate the degree to which you agree. **1= never, 2= rarely, 3= sometimes, 4=often, 5= always**

SCORING:

1. I struggle to precisely define my task, and what the results should be.
2. My attention is drawn in to co-worker conversations near my workspace.
3. I become anxious when I am not involved with activity in the work areas near me.
4. I am aware of my thoughts wandering from the task at-hand to other matters.
5. I am aware of negative self-talk while I am struggling to maintain attention on the task at-hand.
6. I feel physically restless and need to move and change position often.
7. The quality of my thinking or creativity falls off after focusing for a short period of time.
8. I need to maintain connection with others and the appearance of approachability at all times.
9. My primary work area is cluttered, dark, too hot or cold, or otherwise uncomfortable.
10. It's stressful to have a lot on my mind; I worry that I may forget something.
11. I notice the noise of the ventilation system, ticking clock, or motors running at work.
12. I find myself hesitating when I need to dive into a task.

<input type="text"/>	■
<input type="text"/>	▲
<input type="text"/>	★
<input type="text"/>	★
<input type="text"/>	■
<input type="text"/>	▲
<input type="text"/>	★
<input type="text"/>	●
<input type="text"/>	●
<input type="text"/>	▲
<input type="text"/>	●
<input type="text"/>	■

TOTALS:

●	▲	■	★	The highest number is the aspect of FOCUS you struggle most with.
_____	_____	_____	_____	
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QUICK GUIDE

Understanding the PICTuRe Model of Human Needs



NEED	MEANS	THREATENED FROM
POWER	We need to understand clearly where and how the power and status are distributed around us. This is NOT the need to simply have more power. This is also the need for quality in work, for achievement, and high standards.	<ul style="list-style-type: none"> • Unclear authority or decision-making processes • Vacant leadership positions • Shoddy work • Low standards in work processes
INFORMATION	We need to know what there is to know. Our brains are pattern-seeking mechanisms, always looking for ways to fill in information gaps. In the absence of data, we often make assumptions, frequently flawed.	<ul style="list-style-type: none"> • Blocks to information or access to it • Interactions with others who withhold it • Lack of directness in communication • Contradictory or confusing messages
CONTROL	We need to make our own choices and exercise freedom over what we do and how we do it. A change in our perception of control can change our satisfaction and happiness, even when our actual amount of control has not changed.	<ul style="list-style-type: none"> • Micromanaging • Perceiving that freedoms are being lost • Low confidence • Weak relationship with supervisor/peers
TETHEREDNESS	We need to feel tied or connected to some other --at a personal, work unit, or organizational level. Some feel the strongest sense of tetheredness with a very broad-reaching mission which may be at a societal level.	<ul style="list-style-type: none"> • Moving physical work spaces, locations • Conflict, perceived betrayal • Misaligned values • Lack of recognition
RIGHTNESS	We need for things to be done right, justly, fairly. This can be an underlying issue beneath hesitancy around change. This can also be a primary work value and either strong motivator or demotivator.	<ul style="list-style-type: none"> • Decisions perceived to be unfair • Secretive decision-making • Unclear processes • Unwillingness to have open dialogue about beliefs, values, meaning • Few or no avenues for employee input

Please contact us for further information about workshops, ordering assessments, or the development of the PICTuRe assessment.

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