

Collecting My Thoughts

In the matrix below, there are four quadrants:

- Things you like and are good at,
- Things you do not like but are good at,
- Things you like but are not good at, and
- Things you do not like and are not good at.

Consider skills, activities, and tasks you are either currently performing or have performed in a previous role. Place each skill, activity and task in the appropriate quadrant below. Review your answers to all of the preceding questions as well as the information in the matrix and answer the questions on the next page.

Like – Do Well	Do Not Like – Do Well
Like – Do Not Do Well	Do Not Like – Do Not Do Well



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Follow Up Questions

1. Are there any trends that you see when looking at your answers? Any surprises?
2. Would your managers/peers/customers agree with this assessment? If not, where would there be variations? What might explain the difference in perception?
3. How do your answers correspond with your current responsibilities? To what extent does your current role satisfy your interests? What is missing in your current role?
4. Given what we know right now about your abilities in what ways would you like to contribute more or differently in your current role?
5. What longer term interests would you like to explore further?

6. What are the key aspects of your job that you find most satisfying? Why?

7. What are the key aspects of your job that you find most dissatisfying? Why?

8. What are the key aspects of your job that you find most challenging? Why?