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QUESTIONNAIRE



CHARISMA QUOTIENT



A self-awareness questionnaire

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Please put a check next to any of the items below that typically describe you. Be as honest as you can with yourself. Consider feedback you have received.

1.	I am able to discuss my accomplishments well.	
2.	I give specific feedback to individuals readily.	
3.	I give credit for contributions to task performance, goal attainment, and my learning development in public.	
4.	People often comment that I am attractive, energetic, and alive.	
5.	People say I have a warm smile and infectious laughter.	
6.	I always do my best and I expect the same from others.	
7.	When we have a job to do, I am in there with everyone else, doing my part.	
8.	When I present information, I am very aware of the vibe in the audience.	
9.	When I describe my ideas I get highly animated and my energy increases.	
10.	I can and do clearly present my main idea to people willing to listen.	
11.	I make a determined effort not to judge people until I've heard what they have to say.	
12.	I believe other people's behaviours make sense from their perspective.	
13.	I use metaphors, stories, jokes, analogies and/or anecdotes when I'm trying to communicate my ideas or convince people to do something.	
14.	I listen to people without interrupting them.	
15.	I often repeat back the key ideas people share with me just to make sure I have really understood them and they know it.	
16.	I make it a point to remember people's names and I use them in conversation.	
17.	I have been known to step out of my comfort zone and take risks – relational, creative or behavioural.	
18.	I know that I can't do it by myself. I always give credit and thank the people who help me accomplish a task or goal.	



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Now tally your « ✓ » to each of the above questions using the grid below.

M		V		E	
1 - <input type="checkbox"/>	Discuss my accomplishments	2 - <input type="checkbox"/>	Give feedback – especially positive, specific feedback readily	8 - <input type="checkbox"/>	Aware of vibe in audience when presenting
4 - <input type="checkbox"/>	Attractive, energetic, alive	3 - <input type="checkbox"/>	Give credit for contributions in public	11 - <input type="checkbox"/>	Suspend judgment until I've heard folks fully
5 - <input type="checkbox"/>	Warm smile, infectious laughter	6 - <input type="checkbox"/>	Always do my best / high expectations	12 - <input type="checkbox"/>	Believe folks' behavior makes sense from their perspective
9 - <input type="checkbox"/>	Highly animated, high energy when describing my ideas	7 - <input type="checkbox"/>	In there doing my part	14 - <input type="checkbox"/>	I listen (without interrupting)
10 - <input type="checkbox"/>	Present ideas to folks willing to listen	17 - <input type="checkbox"/>	Take risks – relational, creative, behavioral	15 - <input type="checkbox"/>	Paraphrase what I've heard
13 - <input type="checkbox"/>	Use metaphors / stories / anecdotes to communicate	18 - <input type="checkbox"/>	Thank people in public	16 - <input type="checkbox"/>	Remember and use names – personalize recognition
TOTAL		TOTAL		TOTAL	

M

Charismatic leaders are motivating when they demonstrate personal enthusiasm for a goal. They show incredible personal confidence in their and their followers' ability to attain the goal. And they are quick and willing to celebrate achievements. **If you have a total of 5 or more in column "M" then you are charismatically motivating.**

V

Charismatic leaders envision a future where they and followers meet high standards. They are willing to lead the way to this future by example, exemplifying the attributes, qualities, skills, benefits of trying things 'their way'. They develop this vision with their followers and are quick to give credit to followers who have helped them develop and articulate the view. **If you have a total of 5 or more in column "V" then you envision a better future and share that with people around you.**

E

Finally charismatic leaders are enabling. They express support for followers in a personal way. People feel seen, heard, cared for and respected because of their empathy. They express confidence in others – often more confidence than those people have in them selves. **If you have a total of 5 or more in Column "E" then you naturally support and enable others.**

You may not have 5 or more in any of the columns. This questionnaire describes behaviours associated with charismatic leaders. If your score is below 5 for all of the columns then charisma may not be a major source of power for you at this time. If you are interested in leading, then you can construct your charisma – boost it – by starting to use some of the behaviours listed in this questionnaire.



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