

How to complete the Healthcare Leader Mindset Scorecard

Down the left-hand column, you'll see a list of 8 mindsets, starting with "Ambition."

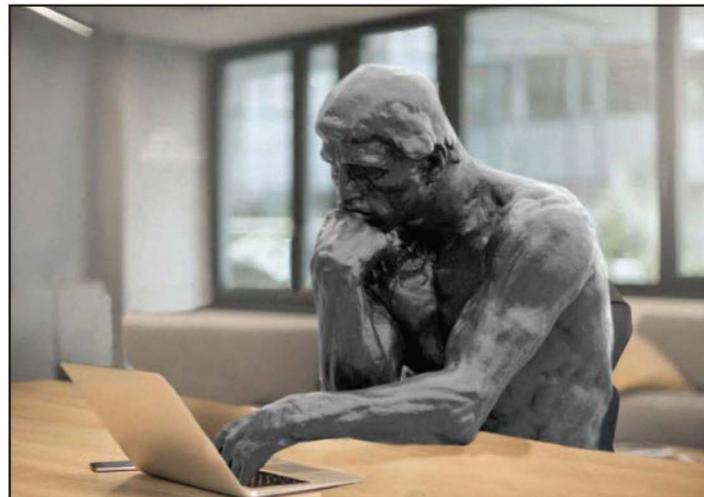
Let's use the first mindset, "Ambition," as an example. Look across the columns to the right of "Ambition," and you'll see 4 boxes, each with a statement of the Ambition mindset, one of which is most true for you. Above each of those boxes are 3 numbers, each of which expresses the degree to which the statement is true for you.

So, for example, if you believe that the statement concerning Ambition in the box furthest to the right is most accurate for you, you'd score yourself from 10 to 12. From your perspective today, you'd put the number (from 10 to 12) that matches the degree to which the statement is true for you right now, say "10," in the box under the column heading "Today's Score."

Then, thinking ahead to where you'd like to see your score for Ambition in the future (think 1 to 3 years from now), enter that future score in the box under the column heading "Future Score."

Once you've completed the entire Healthcare Leader Mindset Scorecard, save it, and email a copy back to us at admin@weisspc.com and we'll get back to you to let you know how your mindset compares with other healthcare leaders.

 The Healthcare Leader Mindset Scorecard Name: _____ Date: _____												TODAY'S SCORE	FUTURE SCORE	
Mindsets	1	2	3	4	5	6	7	8	9	10	11	12		
Ambition	You see yourself as having arrived. There's no need for further ambition.			You feel lucky and perhaps a bit guilty for what you've achieved in comparison with others.			You're not focused on your own ambition, but on "giving back" to society for everything you've been given in life.			You believe that everything done to date is preparation for greater growth and achievement.				
Growth	You don't want further growth but just need to protect what you have.			You want more growth but are frustrated because you've been unable to achieve it.			You're comfortable with your current growth. Your peers consider you to be successful.			You continuously expand your opportunities, capabilities, and goals.				
Future	You are worried about the future of the profession and want things to return to the way they were in the past.			You focus on the demands and achievements of the present, not on fantasies of the future.			You'd like to be able to focus on the future, but your present obligations are holding you back.			You focus on the future and don't care about the past. It was just preparation for your increased success.				
Relationship	You aren't interested in a relationship, just a transaction.			You conceptually see that there might be benefit in an ongoing relationship, but don't see the value.			You've had some collaborative relationships in the past, but prefer the process of you deciding when to collaborate.			You value ongoing collaborative relationships that lead to transforming your future.				
Invest	You see outlays for advice as a "cost" to be minimized.			You're willing to pay for advice, but it's a commodity for which you should negotiate a better price.			You're willing to pay a "fair" price but don't recognize the value in paying a premium price for exceptional value.			You see the value of expert advice and are willing to pay a premium because it's an investment in yourself.				
Risk	You're risk averse and believe that taking risk isn't necessary for growth.			You're sure there are ways to move ahead, if you could only reduce the risk of doing so.			You've taken risks in the past but now you're at a point where risk is no longer as necessary.			You know that taking risk is required in order to be able to achieve remarkable growth.				
Horizon	You're focused on today and worried about increasing expenses and decreasing cash flow.			Your focus is on stabilizing income and reducing expenses to protect your future.			You've maximized your earnings over the years and now look forward to retirement.			You're continually looking decades ahead and strategizing for a much larger future.				
Collaborative	You view your advisors as providing discreet input and exclude them from the rest of the overall process.			Your advisors' input is filtered through intermediaries so there's no need to collaborate.			You might collaborate with your advisors if you saw the value.			You leverage off of the value created by open, ongoing, communication and collaboration.				



WEISS The Healthcare Leader Mindset Scorecard

Name: _____

Date: _____

Mindsets	1	2	3	4	5	6	7	8	9	10	11	12	TODAY'S SCORE	FUTURE SCORE
													↓	↓
Ambition	You see yourself as having arrived. There's no need for further ambition.			You feel lucky and perhaps a bit guilty for what you've achieved in comparison with others.			You're not focused on your own ambition, but on "giving back" to society for everything you've been given in life.			You believe that everything done to date is preparation for greater growth and achievement.				
Growth	You don't want further growth but just need to protect what you have.			You want more growth but are frustrated because you've been unable to achieve it.			You're comfortable with your current growth. Your peers consider you to be successful.			You continuously expand your opportunities, capabilities, and goals.				
Future	You are worried about the future of the profession and want things to return to the way they were in the past.			You focus on the demands and achievements of the present, not on fantasies of the future.			You'd like to be able to focus on the future, but your present obligations are holding you back.			You focus on the future and don't care about the past: It was just preparation for your increased success.				
Relationship	You aren't interested in a relationship, just a transaction.			You conceptually see that there might be benefit in an ongoing relationship, but don't see the value.			You've had some collaborative relationships in the past, but prefer the process of you deciding when to collaborate.			You value ongoing collaborative relationships that lead to transforming your future.				
Invest	You see outlays for advice as a "cost" to be minimized.			You're willing to pay for advice, but it's a commodity for which you should negotiate a better price.			You're willing to pay a "fair" price but don't recognize the value in paying a premium price for exceptional value.			You see the value of expert advice and are willing to pay a premium because it's an investment in yourself.				
Risk	You're risk adverse and believe that taking risk isn't necessary for growth.			You're sure there are ways to move ahead, if you could only reduce the risk of doing so.			You've taken risks in the past, but now you're at a point where risk is no longer as necessary.			You know that taking risk is required in order to be able to achieve remarkable growth.				
Horizon	You're focused on today and worried about increasing expenses and decreasing cash flow.			Your focus is on stabilizing income and reducing expenses to protect your future.			You've maximized your earnings over the years and now look forward to retirement.			You're continually looking decades ahead and strategizing for a much larger future.				
Collaborative	You view your advisors as providing discreet input and exclude them from the rest of the overall process.			Your advisors' input is filtered through intermediaries so there's no need to collaborate.			You might collaborate with your advisors if you saw the value.			You leverage off of the value created by open, ongoing, communication and collaboration.				