

Entrepreneur Readiness Profile™

Name _____

We thank you for taking this assessment.

Instructions for completion

1. The 90 items in this questionnaire produce your profile, and it should take **20 minutes** to complete.
2. Please try to give your first response and don't spend too long on any one item.
3. For each item, you will see statements on the left and right. For example, refer to item #1. Choose the statement that best describes you: ("I believe I have a firm control of my destiny" OR "I'm committed to the organization's career path").
4. Once you have made your choice (left or right), rate the degree that the statement describes you:
3 = most descriptive; 2 = usually descriptive; 1 = sometimes descriptive; 0 = situationally descriptive
5. When you finish the assessment, please complete the demographics questions.

Please complete all items

I believe I have a firm control of my destiny.	3 2 1 0 1 2 3 ☞ ☞ ☞ ☞ ☞ ☞ ☞	I'm committed to the organization's career path
I initiate	3 2 1 0 1 2 3 ☞ ☞ ☞ ☞ ☞ ☞ ☞	I wait and see
I'm self-reliant	3 2 1 0 1 2 3 ☞ ☞ ☞ ☞ ☞ ☞ ☞	I prefer working with a team
I'm Independent minded	3 2 1 0 1 2 3 ☞ ☞ ☞ ☞ ☞ ☞ ☞	I prefer to work within expectations
I act on priorities regardless of the situation	3 2 1 0 1 2 3 ☞ ☞ ☞ ☞ ☞ ☞ ☞	I start with the most urgent issue
I learn through trial and error	3 2 1 0 1 2 3 ☞ ☞ ☞ ☞ ☞ ☞ ☞	I learn through analysis and then action
I act on a few pieces of information	3 2 1 0 1 2 3 ☞ ☞ ☞ ☞ ☞ ☞ ☞	I act after I've thoroughly collected the information

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I view mistakes as opportunities	3 2 1 0 1 2 3 ☞ ☞ ☞ ☞ ☞ ☞ ☞	I rarely make mistakes due to thoroughness
I regularly take calculated risks.	3 2 1 0 1 2 3 ☞ ☞ ☞ ☞ ☞ ☞ ☞	I am a cautious risk taker.
I have been known to act on instincts	3 2 1 0 1 2 3 ☞ ☞ ☞ ☞ ☞ ☞ ☞	I carefully control my responses
I'm always looking for what is new in my industry	3 2 1 0 1 2 3 ☞ ☞ ☞ ☞ ☞ ☞ ☞	I prefer to build on what is already successful
I encourage creativity	3 2 1 0 1 2 3 ☞ ☞ ☞ ☞ ☞ ☞ ☞	I believe innovation should follow research
I tolerate "out of the box" thinking and unusual ideas	3 2 1 0 1 2 3 ☞ ☞ ☞ ☞ ☞ ☞ ☞	I feel that brainstorming is overrated as a source of ideas
I attend trade shows and read industry publications for new ideas	3 2 1 0 1 2 3 ☞ ☞ ☞ ☞ ☞ ☞ ☞	I rely on the tried and true
I enjoy variety	3 2 1 0 1 2 3 ☞ ☞ ☞ ☞ ☞ ☞ ☞	I enjoy keeping to the plan
I act on my ideas, even when others don't like them	3 2 1 0 1 2 3 ☞ ☞ ☞ ☞ ☞ ☞ ☞	I'll debate but when the group decides, I go with the team
I achieve through independent action	3 2 1 0 1 2 3 ☞ ☞ ☞ ☞ ☞ ☞ ☞	I achieve through organization benchmarks
I like to use equipment that works for the job	3 2 1 0 1 2 3 ☞ ☞ ☞ ☞ ☞ ☞ ☞	I only buy the best equipment
I'm comfortable with bypassing existing management structures and ignoring politics to get something done	3 2 1 0 1 2 3 ☞ ☞ ☞ ☞ ☞ ☞ ☞	I work within the system and make sure that all the "i's" are dotted
My personal sense of success is more important than recognition	3 2 1 0 1 2 3 ☞ ☞ ☞ ☞ ☞ ☞ ☞	I like recognition and promotion based on performance
I am confident that whatever happens, I'll land on my feet	3 2 1 0 1 2 3 ☞ ☞ ☞ ☞ ☞ ☞ ☞	I take a realistic view of the risks in situations
I believe that if you persist and apply your talent, anyone can succeed	3 2 1 0 1 2 3 ☞ ☞ ☞ ☞ ☞ ☞ ☞	Success is partly the result of who you know and being in the right place at the right time

I see positive outcomes, even in difficult and bad situations	3 2 1 0 1 2 3 ☞ ☞ ☞ ☞ ☞ ☞ ☞	I believe you should see the world as it is, with no "rose colored glasses"
I rarely use the phrase, "I can't"	3 2 1 0 1 2 3 ☞ ☞ ☞ ☞ ☞ ☞ ☞	I am pragmatic about my skills and abilities
I am courageous	3 2 1 0 1 2 3 ☞ ☞ ☞ ☞ ☞ ☞ ☞	I am "matter-of-fact" and "down to earth"

For each item, you will see statements on the left and right. Once you have made your choice (left or right), rate the degree that the statement describes you:

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I'll readily step in to finish a job	3 2 1 0 1 2 3 ☞ ☞ ☞ ☞ ☞ ☞ ☞	I'll work with those who are less efficient
I enjoy taking on new challenges	3 2 1 0 1 2 3 ☞ ☞ ☞ ☞ ☞ ☞ ☞	I enjoy working cooperatively with others
I seek interactions that are related to economic value or returns	3 2 1 0 1 2 3 ☞ ☞ ☞ ☞ ☞ ☞ ☞	I develop relationships by engaging in a range of conversations
I am considered action oriented by others	3 2 1 0 1 2 3 ☞ ☞ ☞ ☞ ☞ ☞ ☞	I am considered accommodating by others
I back up my commitments with all of my resources	3 2 1 0 1 2 3 ☞ ☞ ☞ ☞ ☞ ☞ ☞	I am careful about making commitments to be sure that I don't over promise
I enjoy personality differences	3 2 1 0 1 2 3 ☞ ☞ ☞ ☞ ☞ ☞ ☞	I like well-established roles
I am curious about different lifestyles	3 2 1 0 1 2 3 ☞ ☞ ☞ ☞ ☞ ☞ ☞	I prefer comfortable, stable working relationships
I enjoy working with people of different generations and ethnic backgrounds	3 2 1 0 1 2 3 ☞ ☞ ☞ ☞ ☞ ☞ ☞	I enjoy working with those who have a common background
I am eager to work outside known work boundaries	3 2 1 0 1 2 3 ☞ ☞ ☞ ☞ ☞ ☞ ☞	I work best in predictable job roles
I seek opportunities to work with others in unfamiliar situations	3 2 1 0 1 2 3 ☞ ☞ ☞ ☞ ☞ ☞ ☞	I like clearly stated benchmarks for performance

I prefer novel ideas	3 2 1 0 1 2 3 ☞ ☞ ☞ ☞ ☞ ☞ ☞	I prefer predictable choices
I am drawn to innovative people	3 2 1 0 1 2 3 ☞ ☞ ☞ ☞ ☞ ☞ ☞	I am drawn to realistic people
I enjoy coaching others	3 2 1 0 1 2 3 ☞ ☞ ☞ ☞ ☞ ☞ ☞	I enjoy directing others
I utilize the expertise of others	3 2 1 0 1 2 3 ☞ ☞ ☞ ☞ ☞ ☞ ☞	I compensate for others' weaknesses
I am stimulated by ambiguity	3 2 1 0 1 2 3 ☞ ☞ ☞ ☞ ☞ ☞ ☞	I am stimulated by tasks

For each item, you will see statements on the **left** and **right**. Once you have made your choice (left or right), rate the degree that the statement describes you:
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I'm often ahead of the curve with ideas	3 2 1 0 1 2 3 ☞ ☞ ☞ ☞ ☞ ☞ ☞	I carefully collect concrete data
I see patterns and connections in trends	3 2 1 0 1 2 3 ☞ ☞ ☞ ☞ ☞ ☞ ☞	I focus on the here and now
I prefer to learn through new ideas	3 2 1 0 1 2 3 ☞ ☞ ☞ ☞ ☞ ☞ ☞	I prefer to learn by doing
I enjoy emerging opportunities	3 2 1 0 1 2 3 ☞ ☞ ☞ ☞ ☞ ☞ ☞	I seek stability
I am an intuitive thinker	3 2 1 0 1 2 3 ☞ ☞ ☞ ☞ ☞ ☞ ☞	I am a methodical thinker
I focus on long-term challenges.	3 2 1 0 1 2 3 ☞ ☞ ☞ ☞ ☞ ☞ ☞	I focus on immediate issues.
I think about long-term consequences from decisions I make	3 2 1 0 1 2 3 ☞ ☞ ☞ ☞ ☞ ☞ ☞	I focus on immediate consequences when making decisions
Strategy is more important than operations	3 2 1 0 1 2 3 ☞ ☞ ☞ ☞ ☞ ☞ ☞	Operations are more important than strategy

I can make a decision with evidence of some trends.	3 2 1 0 1 2 3 ☞ ☞ ☞ ☞ ☞ ☞ ☞	I decide after I have the verified data.
Substance is more important than process.	3 2 1 0 1 2 3 ☞ ☞ ☞ ☞ ☞ ☞ ☞	Process is more important than substance.
I manage change as it unfolds.	3 2 1 0 1 2 3 ☞ ☞ ☞ ☞ ☞ ☞ ☞	I manage change through research and planning.
I find out what is going on before I take action	3 2 1 0 1 2 3 ☞ ☞ ☞ ☞ ☞ ☞ ☞	I have a list of daily to-dos that are prioritized
My business goals change as the situation demands	3 2 1 0 1 2 3 ☞ ☞ ☞ ☞ ☞ ☞ ☞	My business goals include financial and organizational achievements
I follow the trends in setting goals	3 2 1 0 1 2 3 ☞ ☞ ☞ ☞ ☞ ☞ ☞	I make sure my goals are consistent with the organization's objectives
I set challenging and demanding goals	3 2 1 0 1 2 3 ☞ ☞ ☞ ☞ ☞ ☞ ☞	I set specific, measurable, realistic goals

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I do not feel that my life is controlled by accidents.	3 2 1 0 1 2 3 ☞ ☞ ☞ ☞ ☞ ☞ ☞	A great deal of my opportunities are accidental.
I get what I want because I "grab life by the horns."	3 2 1 0 1 2 3 ☞ ☞ ☞ ☞ ☞ ☞ ☞	I get what I want by being focused on details.
I've been told that I am aggressive and competitive.	3 2 1 0 1 2 3 ☞ ☞ ☞ ☞ ☞ ☞ ☞	I've been told that I'm successful because I am collaborative.
When opportunity knocks, I go for it.	3 2 1 0 1 2 3 ☞ ☞ ☞ ☞ ☞ ☞ ☞	I weigh options before I leap.
When one solution doesn't work, I make up another.	3 2 1 0 1 2 3 ☞ ☞ ☞ ☞ ☞ ☞ ☞	When one solution doesn't work, I prefer to complete a "postmortem" before considering other choices.
I quickly identify things that are "wrong" in a solution	3 2 1 0 1 2 3 ☞ ☞ ☞ ☞ ☞ ☞ ☞	I seek solutions that align to values

I take a bottom-line approach to complex problems	3 ☺ 2 ☺ 1 ☺ 0 ☺ 1 ☺ 2 ☺ 3 ☺	I evaluate choices in terms of reactions by others
I make logical choices based on clearly defined principles.	3 ☺ 2 ☺ 1 ☺ 0 ☺ 1 ☺ 2 ☺ 3 ☺	I would prefer to be methodical in making decisions
I project probable outcomes when making decisions	3 ☺ 2 ☺ 1 ☺ 0 ☺ 1 ☺ 2 ☺ 3 ☺	I look for historical precedence in making decisions
I enjoy debating issues	3 ☺ 2 ☺ 1 ☺ 0 ☺ 1 ☺ 2 ☺ 3 ☺	I get agreement from individuals before meetings
I enjoy moving easily from my emails to voice mails	3 ☺ 2 ☺ 1 ☺ 0 ☺ 1 ☺ 2 ☺ 3 ☺	I set a time each day to deal with emails.
In meetings, I usually work on three or more items.	3 ☺ 2 ☺ 1 ☺ 0 ☺ 1 ☺ 2 ☺ 3 ☺	In meetings I am very focused on the specific topic at hand.
Friends say of me that I have "three or four balls in the air all the time."	3 ☺ 2 ☺ 1 ☺ 0 ☺ 1 ☺ 2 ☺ 3 ☺	Friends say of me that I am focused and tedious about completing the task at hand.
I get bored when I don't have multiple challenges to address.	3 ☺ 2 ☺ 1 ☺ 0 ☺ 1 ☺ 2 ☺ 3 ☺	I get frustrated when there are too many things to do at once.
I'm energized when I deal with everything from marketing to operational issues in the business.	3 ☺ 2 ☺ 1 ☺ 0 ☺ 1 ☺ 2 ☺ 3 ☺	I get a great deal of pleasure using my hard-earned expertise.
When given a task, I tackle the part that is interesting at the moment.	3 ☺ 2 ☺ 1 ☺ 0 ☺ 1 ☺ 2 ☺ 3 ☺	When given a task, I immediately plan the steps involved.
When I feel stressed about a work task, I change what I am doing.	3 ☺ 2 ☺ 1 ☺ 0 ☺ 1 ☺ 2 ☺ 3 ☺	I'm careful to align tasks and timelines to keep stress to a minimum.
When I face something that I don't understand, I get excited.	3 ☺ 2 ☺ 1 ☺ 0 ☺ 1 ☺ 2 ☺ 3 ☺	When I face a new challenge that I don't understand, I analyze it and break it into smaller tasks.
I thrive on a fast pace with multiple challenges	3 ☺ 2 ☺ 1 ☺ 0 ☺ 1 ☺ 2 ☺ 3 ☺	I thrive on solving problems according to their priority.
I use physical exercise to restore energy, especially during challenging times.	3 ☺ 2 ☺ 1 ☺ 0 ☺ 1 ☺ 2 ☺ 3 ☺	I keep a regular schedule as a way to keep my energy appropriately distributed over tasks.

For each item, you will see statements on the left and right. Once you have made your choice (left or right), rate the degree that the statement describes you:

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I look for opportunities to go against the grain	3 2 1 0 1 2 3 ☞ ☞ ☞ ☞ ☞ ☞ ☞	I look for the next career step
I seek new opportunities every few years	3 2 1 0 1 2 3 ☞ ☞ ☞ ☞ ☞ ☞ ☞	I solicit the boss's advice on career steps
Variety motivates me	3 2 1 0 1 2 3 ☞ ☞ ☞ ☞ ☞ ☞ ☞	Stability motivates me
I'll consider jobs in new divisions, even if I "step back"	3 2 1 0 1 2 3 ☞ ☞ ☞ ☞ ☞ ☞ ☞	I don't think I would take a demotion to work in another department
I've been known to change jobs for a new experience	3 2 1 0 1 2 3 ☞ ☞ ☞ ☞ ☞ ☞ ☞	I change jobs only when my opportunities have run out in a current organization
I go after the newest technology	3 2 1 0 1 2 3 ☞ ☞ ☞ ☞ ☞ ☞ ☞	I use the technology I have until it is useless
I regularly seek information out of curiosity about how things work	3 2 1 0 1 2 3 ☞ ☞ ☞ ☞ ☞ ☞ ☞	I focus on information relevant to my training and role
I seek to stay "in the know"	3 2 1 0 1 2 3 ☞ ☞ ☞ ☞ ☞ ☞ ☞	What I know is sufficient for me to be successful
I find trade shows stimulating	3 2 1 0 1 2 3 ☞ ☞ ☞ ☞ ☞ ☞ ☞	I find trade shows routine
I constantly search the Web for new information	3 2 1 0 1 2 3 ☞ ☞ ☞ ☞ ☞ ☞ ☞	I go looking for information when it is efficient to do so
My family members ran their own businesses	3 2 1 0 1 2 3 ☞ ☞ ☞ ☞ ☞ ☞ ☞	My family members worked inside someone else's businesses
Many members of my family are professionals (e.g. physician, attorney, psychologist)	3 2 1 0 1 2 3 ☞ ☞ ☞ ☞ ☞ ☞ ☞	Many members of my family worked for others
My family was financially stretched	3 2 1 0 1 2 3 ☞ ☞ ☞ ☞ ☞ ☞ ☞	My family was financially stable

Family members expressed pride in their efforts	3 <input type="radio"/>	2 <input type="radio"/>	1 <input type="radio"/>	0 <input type="radio"/>	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	Family members rarely acknowledged accomplishments
I had a challenging relationship with one or both of my parents	3 <input type="radio"/>	2 <input type="radio"/>	1 <input type="radio"/>	0 <input type="radio"/>	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	I was/am rarely at odds with one or both of my parents

Demographic Questions

Optional Demographic Questions

If you are willing to provide these data points, please select the option below:

Gender: Male Female

Education: High School College Graduate School

Race: Asian African-American Native American Caucasian