

Managing Oneself Worksheet

“Most people, especially highly gifted people, do not really know where they belong until they are well past their mid-twenties. By that time, however, they should know the answers to the three questions: *What are my strengths? How do I perform?* and, *What are my values?* And then they can and should decide where they belong.” – Peter Drucker, *Managing Oneself*, *Harvard Business Review*, 1999

1. Strengths

“It takes far more energy and work to improve from incompetence to mediocrity than it takes to improve from first-rate performance to excellence.” –Drucker

What are your greatest strengths? Where are you capable of excellence?

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_____	_____

2. Values

“To work in an organization whose value system is unacceptable or incompatible with one’s own condemns a person both to frustration and to nonperformance.” -Drucker

What do you most value? What intrinsic fulfillment do you seek? What extrinsic rewards will you sacrifice?

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3. Conditions

“Too many people work in ways that are not their ways, and that almost guarantees nonperformance. For knowledge workers, *How do I perform?* may be an even more important question than *What are my strengths?*” –Drucker

Under what conditions do you do your best work?

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_____	_____