

Ten Principles Business Self Assessment Instructions for Use

Introduction

The following assessment is one of the tools employed in EBI's Ten Principles Workshops and is intended to help readers of the [Diamond Cutter](#) explore how certain of the correlations described in that book may be affecting their business environment. We hope that you find it useful.

This tool has thus far been available only to participants in EBI workshops or to our coaching clients. However, in keeping with the wishes of our founder, Geshe Michael Roach, we want to make tools such as this available to as many people as may benefit from their use. We hope you will understand why we are unable to consult individually about your results. Individuals who want in-depth assistance may wish to consider EBI's [coaching program](#) or may want to consider [hosting](#) an EBI Ten Principles Workshop.

Step One: Go through the ten grids of statements and place one "x" according to the extent to which you agree or disagree with each statement. Note that these are stated as problems so agreeing means that you indeed are experiencing the type of problem described by the statement.

Step Two: After you have completed all ten grids, count the number of "x" you have entered and place the totals as follows. In the line at the bottom of each grid marked "total number of x" you will see three boxes. For each grid, in the left-most box of the three place the sum of the "x" you have marked in "strongly agree" and agree." In the center box, place the total number of "x" you have marked as "neutral." In the right-most box place the total number of "x" you have marked in "disagree" and "strongly disagree."

Step Three: Referring to the list of the Ten Principles below, write into the top box of each grid, next to the number (e.g., One, Two, etc.) the statement of the principle.

1. Enhanced the Well Being of Others
2. Respect Your Financial Commitments
3. Maintain Equanimity
4. Convey Only True Impressions
5. Bring People Together
6. Speak Professionally and Respectfully
7. Speak Only of Meaningful Things
8. Find Happiness in What You Have
9. Celebrate Others' Achievements
10. See the Hidden Potential in All Things

Step Four: Transfer your totals to the scoring sheet found at the end of the assessment grids. In the columns marked "rank agree" and "rank disagree" enter the ranking of each principle, giving the highest rank, or number 1, to the principle(s) that received the highest number of "x" in the respective total columns. Refer to the sample sheet at the end of this packet.

Step Five: Contemplate your results as follows. Those principles that ranked the highest for "agree/strongly agree" are those areas in which you are experiencing difficulty, or the ripening of unpleasant mental imprints. Conversely, those principles that ranked the highest in

“disagree/strongly disagree” are areas in which you see results ripening from “positive” or pleasant mental imprints (Recall that we are evaluating “negative” statements. Recall from the [Diamond Cutter](#) that what we see is projected by our mental imprints. Thus what is reflected by the assessment is a reflection of what you are projecting into your environment.

Looking at the sample scoring sheet, the person completing this assessment had three principles ranked number 1 in the “agree” column. This suggests that these principles (or more correctly the failure to abide by these principles) are causing unwanted and unpleasant results. To mitigate these results, the person taking this assessment would want to enhance his or her efforts in the three targeted areas, namely:

- Focus on bringing people together and eliminating divisiveness in speech and action.
- Focus on celebrating when others do well, even when it is a competitor. Eliminate jealousy and anger. There is plenty of wealth to go around.
- Focus on the world view of the Diamond Cutter which maintains the hidden potential that exists in our recognition that we project our experience onto a blank screen based on the mental imprints we plant in our mind.

Similarly, this person would rejoice in high ranking “disagree” as indicators of areas in which he or she is planting mental imprints that are projecting pleasant results.

We hope you find this assessment to be a valuable tool and welcome your comments at info@enlightenedbusiness.com.

Business Self Assessment Tool

Identifying the Causes of Common Business Problems

Directions: Please indicate (with an **X**) the extent to which you agree or disagree with each of the following statements as they apply to your company and/or personal career-life circumstances. It's best to answer with your initial "gut" response, and please answer each item even if you have to guess for some of them.

One:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
1. The absenteeism rate is excessive or there are problems with stress, burnout and general health.					
2. I have troublesome health problems and get sick easily; or when I take medicine it has little effect on me.					
3. Some of my work colleagues get sick a lot, have had serious health problems, or have died an untimely death.					
4. I find myself, or my company doing damage to the environment.					
5. The current business world is detrimental to people's health: too much stress, anxiety, etc.					
6. Our employees don't get the chance to take care of themselves: they work long hours, get too little exercise, have an unhealthy diet, etc.					
7. Programs related to employee wellness, exercise, nutrition, have not been successful or easy to implement.					
8. Our group medical/health benefits plans have not provided good care to employees.					
9. There is a high rate of accidents, disability, or workers compensation incidents at work.					
10. Our managers tend to drive employees too hard and are not considerate of their well-being.					
TOTAL NUMBER OF "X"					

Business Self Assessment Tool Continued

Two:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
1. I do not feel that I am adequately compensated in my current job or can't adequately compensate my employees well enough.					
2. I sometimes have a hard time making ends meet; lots of strain on my personal budget.					
3. Many times I don't pay my bills on time and have to pay late fees or suffer from services being shut off.					
4. Our Company has not been successful in gaining adequate market share.					
5. Our Department does not receive adequate budget or incentive compensation allocations relative to other departments.					
6. Other people or departments are always borrowing or taking our resources (people, equipment, capital, etc.)					
7. Too many people have to share the photocopier, fax machine, and other office equipment.					
8. Our physical surroundings seem to be too hot or too dry and it is uncomfortable for me, or my employees.					
9. Our company is having significant financial challenges in general or recouping bad debt is a problem for us.					
10. Theft of company property has sometimes been a problem at our company.					
TOTAL NUMBER OF "X"					

Business Self Assessment Tool Continued

Three:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
1. We have a significant problem with employee loyalty and commitment to the company.					
2. We often lose good employees to other departments or to other companies.					
3. New employees are undependable or do not perform to expectations.					
4. I have a hard time counting on my staff to get basic tasks completed; problems with unreliable work performance.					
5. I can't count on my spouse or partner.					
6. Gender, race, age, sexual harassment, discrimination or bias, have been issues at my company.					
7. It seems that my coworkers oftentimes display improper or unsuitable behavior.					
8. Our computers, software, machines and other such equipment are not very reliable.					
9. Employee turnover has been a problem for us.					
10. My coworkers are unreliable.					
TOTAL NUMBER OF "X"					

Business Self Assessment Tool Continued

Four:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
1. There is not a strong feeling of teamwork and cooperation within my department.					
2. It seems that people are more concerned with company politics and positioning rather than with doing their job.					
3. Senior management could do a better job of communicating honestly and openly with our managers and employees.					
4. It's hard to get a straight answer to a simple question.					
5. I sometimes have a hard time establishing credibility with senior management.					
6. My friends, family or co-workers often don't believe what I'm telling them, even when it's true.					
7. It seems that people are trying to hide information or be deceptive in the way they conduct business.					
8. I find myself constantly telling little white lies for my self or others.					
9. It seems that there is a lot of dishonesty among employees, customers, suppliers and the like.					
10. For the most part I feel that everyone is cheating one another					
TOTAL NUMBER OF "X"					

Business Self Assessment Tool Continued

Five:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
1. My company has a hard time establishing or maintaining alliances with other firms.					
2. Our different divisions/product lines often work against each other and there are many disagreements.					
3. There is a lot of fighting within my family, company or department.					
4. My company can't keep good workers or I seem to lose friends easily.					
5. Traveling seems to be difficult for me or others around me.					
6. I often find myself talking negatively about other family members, coworkers, or others.					
7. Communication among company employees seems to break down when it's most needed.					
8. I sometimes have a hard time sustaining allies and partners to support implementation of our programs.					
9. I wish our management had a stronger character – more integrity and admirable qualities.					
10. Task forces don't seem to work together very well.					
TOTAL NUMBER OF "X"					

Business Self Assessment Tool Continued

Six:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
1. I find myself saying a lot of harsh or unpleasant things that offend others.					
2. My office environment is too noisy – it’s hard to concentrate and get work done.					
3. It seems like people do a lot of arguing and disagreeing at my company.					
4. My direct reports often argue with me.					
5. The roads and travel routes to work often have obstacles, like potholes, broken train lines, etc.					
6. When others talk to me it always seems that they are angry and want to start a fight.					
7. My surrounding environment is too dry and hot which makes projects and travel uncomfortable.					
8. I hear a lot of offensive and unprofessional talk at work and in my environment.					
9. For some reason I can never find a quiet space; I am always surrounded by noise.					
10. Even traditionally quiet places are noisy for me.					
TOTAL NUMBER OF "X"					

Business Self Assessment Tool Continued

Seven:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
1. I wish I had more confidence in myself.					
2. People don't listen to me as much as I would like.					
3. Sometimes I feel like I'm not the kind of person I was meant to be.					
4. People around me don't seem to respect what I say.					
5. In business meetings, my boss or peers sometimes don't give me credit for my ideas.					
6. I don't get the respect I deserve at work.					
7. There are no peaceful parks around or other pretty places to go to relax.					
8. I find myself thinking that what I say doesn't matter or is useless and futile.					
9. I never find time to do the things in life that I really find meaningful.					
10. I feel that others don't think what I have to say has much value or they don't take my suggestions seriously.					
TOTAL NUMBER OF "X"					

Business Self Assessment Tool Continued

Eight:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
1. I am not very satisfied with my career success and accomplishments.					
2. I really wish my position or compensation were higher than they are.					
3. No matter how hard I work my boss is never satisfied.					
4. Salary increases or bonuses are never consistent with what I think I deserve.					
5. It seems to be getting harder and harder to reach my personal goals.					
6. We seem to be losing ground – getting less and less budget, staff, and other resources.					
7. I'm not as fulfilled in my work as I used to be.					
8. I find myself never being satisfied with what I have and always want more things, bigger things or better things.					
9. The good things in my life I manage to attain get worse and worse or less and less.					
10. My business or relationships have all started out great but gradually deteriorated or became progressively worse.					
TOTAL NUMBER OF "X"					

Business Self Assessment Tool Continued

Nine:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
1. I sometimes get angry when things don't work out right at work.					
2. The competition is really hurting us right now.					
3. Senior management sometimes comes down on us really hard.					
4. Our industry is plagued with conflict, chaos, not getting along.					
5. Whenever I go out of my way and try to help someone out they often don't appreciate it.					
6. We often don't get the help we really need – from suppliers, vendors, customers, etc.					
7. Our employees in general don't really care about each other.					
8. I find myself getting angry more often than I want to and I dislike a lot of things.					
9. I never seem to find the help that I need when I need it.					
10. My co-workers and others always seem to hurt me.					
TOTAL NUMBER OF "X"					

Business Self Assessment Tool Continued

Ten:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
1. People's values and integrity just aren't what they used to be or people have negative attitudes and are deceitful.					
2. Great opportunities such as acquisitions, new innovations or new product lines are missed and captured by others.					
3. People don't seem to value the things in life that are really important.					
4. People at work don't place a high valued on helping others.					
5. Our company has missed several opportunities, which would have taken us to the next level of business prosperity.					
6. Those around me seem to be self-centered.					
7. I seem to be surrounded by people who don't concern themselves with making decisions based on morals.					
8. I used to be very candid with my dealings but my experiences have made me less truthful with others.					
9. Integrity and genuine values used to guide our company; now only profit and survival are dominant.					
10. Those around me have little regard for ethical principles, but believe that dishonesty and exploitation is just a part of doing business.					
TOTAL NUMBER OF "X"					

1.

Assessment Scoring Grid

	Strongly Agree/ Agree	Neutral	Strongly Disagree/ Disagree	Rank Agree	Rank Disagree
1. Enhance the well being of others.	7	1	2	2	4
2. Respect your financial commitments.	7	2	1	2	5
3. Maintain equanimity.	3	0	7	4	2
4. Convey only true impressions.	1	0	9	6	1
5. Bring people together.	8	1	1	1	6
6. Speak professionally and respectfully.	4	3	3	3	3
7. Speak only of meaningful things.	7	0	3	2	3
8. Find happiness in what you have.	2	1	7	5	2
9. Celebrate others' achievements.	8	0	2	1	4
10. See the hidden potential in all things.	8	2	0	1	6