

## LEADERSHIP VALUE DISCOVERY

- 1 If you had the power to do anything, what are the 3 primary changes that you would make?**
  - What do you think are the 3 primary changes that Soon Heng would make?
  - What do you think are the 3 primary changes your Management staff would make?
  - What do you think are the 3 primary changes your Showroom staff would make?
- 2 If you could design your job anyway you wanted to, what are the 3 primary things that you would change?**
- 3 How do you perceive yourself as a boss?**
  - How do you think Soon Heng perceives you as a boss?
  - How do you think your Management staff perceive you as a boss?
  - How do you think your Showroom staff perceive you as a boss?
- 4 What are the 3 Best things that stand out in the organization?**
  - What do you feel Soon Heng, your Management staff and your Showroom staff think would be the 3 Best things?
- 5 What is your vision for the organization in 5 years?**
  - How do you think Soon Heng would answer this question?
  - How do you think your Management staff would answer this question?
  - How do you think your Showroom staff would answer this question?
- 6 What emotions do you feel on a regular basis?**
  - What emotions do you think Soon Heng feels on a regular basis?
  - What emotions do you think your Management staff feel on a regular basis?
  - What emotions do you think your Showroom staff feel on a regular basis?
- 7 Rate these on a scale of 1 to 10 on how you think everyday. Please note that the total should add up to 10.**
  - a) idea, big picture oriented
  - b) analytical, factual
  - c) emotional people oriented
  - d) detailed planning oriented
- 8 What is your current strategy for motivating your staff?**
- 9 What are your 3 primary strengths and weaknesses?**
  - What do you think are Soon Heng's 3 primary strengths & weaknesses?
  - What do you think are your Management staffs' 3 primary strengths & weaknesses?
  - What do you think are your Showroom staffs' 3 primary strengths & weaknesses?
- 10 What is the No. 1 value that drives you e.g. making a difference in the organization, money etc.**