

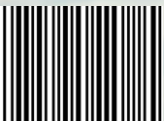
# REFERRALS

MAGAZINE



## Self Evaluation

REFERCO



ReferralsMagazine.com



Register Now For Your Private  
Confidential Coaching call.

**It's FREE!**

[www.CallWithCoach.com](http://www.CallWithCoach.com)



# Self-Discovery after Self-Evaluation

What's the first step in developing a leader? Show her she has the potential to become one. Point her in the direction of self-evaluation to help her discover ways to be better, smarter, stronger and greater. Help her recognize the leader who's been inside her all along waiting to get permission to lead.

A self-evaluation survey can be looked at as a leadership tool used to motivate the survey taker to respond to what their answers reveal. Michael J. Maher, best-selling author of 7(L), said leaders should encourage their staff to always be in self-evaluation mode so they can see their strengths, and areas to improve.

With the self-evaluation survey, employees get a chance to review themselves on a scale from either 0-5, 1-5 or 0-10. An example question can be: *On a scale from 0-10, how would you rate yourself on professional attire?*

"The 0-5 scale is quick and easy, and good to use if you have less time for your self-evaluation in the follow-up meeting. If you have more time and it's more important to your job, then you may want to expand the scale to a 0-10," Maher said.

"We should allow them to review themselves, then have that conversation on how they can improve. So it leads to very easy conversation," he added.

There are times when the evaluatee may rank themselves at 10 in a certain area, but their leader thinks they're better ranked at 6. Then the evaluatee is now introduced to a new perspective (the leader's point of view), enabling her to see that she actually needs improvement in that area after all.

Similar to Socrates questioning approach, self-evaluation should help show survey takers that the answer is already inside of them. "And the better question I ask, the more likely you're going to become aware of the answer. And it's your answer said by you---out of your mind, processed by your brain, coming from your heart--- that we're going to be far closer to the solution. You're going to take more ownership



to the answer because it's yours and not mine."

Maher said employees or staff should not settle for being told what to do but take the initiative to make improvements after self-evaluation. "And what we want is a self-sufficient group of leaders. Are you developing leaders or followers? And this is a leaders-leading-leaders approach. You want to be a leader of a team of leaders."

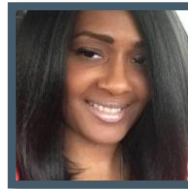
One of the things you may discover is that you may need to do more self-evaluations with your team. In order to determine this, ask yourself: "On a scale from 0-10, how are you doing with self-evaluations with your team? If the answer is less than a 10, implement this today."



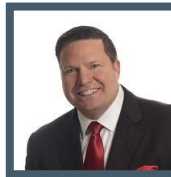
**Your assignment is to create a self-evaluation survey for someone who works with you. Also, create one for yourself. How are you doing in your current role? And what are the important characteristics, abilities and talents in your role?**

## The Maher Team Self Evaluation Form

**NEXT PAGE**



O'BERIA SEATS is a freelance writer, copywriter, and content creator who develops written Content for entrepreneurs and businesses. For more information, visit: [www.OberiaSeats.com](http://www.OberiaSeats.com).



MICHAEL J. MAHER is a top-rated speaker, author, and coach who has worked with hundreds of businesses and helped trained thousands of sales executives. His book (7L) The Seven Levels of Communication Go from Relationships to Referrals has been a number one best seller for 8 straight years on Amazon and was named one of the 20 Top-Rated Business Books of All Time by Hubspot. His teachings have been endorsed by such well-known authors and business experts as Gary Keller, cofounder of Keller Williams Realty and author of The One Thing, Dr. Ivan Misner, founder of BNI, Dave Ramsey, author of EntreLeadership and The Total Money Makeover, and dozens more. Michael travels throughout the nation discussing the new type of sales environment called The Generosity Generation. His widely popular GenGen Events are attended by tens of thousands of sales people each year. Each event benefits Maher's #GiveBack Foundation. For additional information visit <http://www.REFERCO.com>

# The Maher Team

## Self Evaluation Form

Name \_\_\_\_\_ Date \_\_\_\_\_

Please rank yourself from 1 to 5 on the following criteria:

1 = Pathetic      2 = Below Average      3 = Average      4 = Do Well      5 = Excellence/Mastery

Communication with Client	1	2	3	4	5
Communication with Michael	1	2	3	4	5
Team Player	1	2	3	4	5
Customer Service Skills	1	2	3	4	5
Handwritten Notes	1	2	3	4	5
Phone Calls (Prospecting)	1	2	3	4	5
Hour of Power (COI)	1	2	3	4	5
Professionalism	1	2	3	4	5
Real Estate Knowledge (Competence)	1	2	3	4	5
Honesty/Integrity	1	2	3	4	5
Promptness/Punctuality	1	2	3	4	5
Networking	1	2	3	4	5
Paperwork	1	2	3	4	5
Organization	1	2	3	4	5
Technology	1	2	3	4	5
Time Management	1	2	3	4	5
Web site Lead Conversion (Ph # included)	1	2	3	4	5
Arch Lead Conversion	1	2	3	4	5
Referral from Michael Conversion	1	2	3	4	5
Passion to grow (Self-improvement)	1	2	3	4	5
Your Referral Generation	1	2	3	4	5
Confidence	1	2	3	4	5
Public Speaking	1	2	3	4	5
Giving Heart	1	2	3	4	5

# The Maher Team

## Self Evaluation Form

1. Out of those you ranked a 1 or 2, which would you most like to improve next year? What strategies can be put into place to help you with that? Who can help?
2. What other things do you want to improve? Who can provide help?
3. What can you do to improve the number of referrals you receive next year?
4. What can I (Michael) do to help you reach your goals for next year? What can I do better in next year? I'm looking for honest feedback of course. What have I been doing that I need to quit doing?
5. What is the ONE really significant change The Maher Team, LLC could make next year that would make your profession and life more fulfilling? What would you really appreciate?
6. Excluding Michael and yourself, if you were going to **list your home** and you could only choose one agent from The Maher Team to represent you, who would your choice be?
- 7.
8. Excluding Michael and yourself, if you **were buying a home**, who would you want on your side for that transaction and negotiations?
9. If you were **buying an investment property**, who would you prefer as your representative?
10. By \_\_\_\_\_, I need the following from all members of the team:
  - Your Time block
  - Your Top Three Goals for next year
  - A regularly scheduled time and day for us to get together on EVERY OTHER WEEK basis.

A PODCAST HOSTED BY MICHAEL J MAHER

# REFERRALS PODCAST.COM

WINNING THE REFERRAL GAME



Get it on  
**iTunes**



Available on  
**STITCHER**

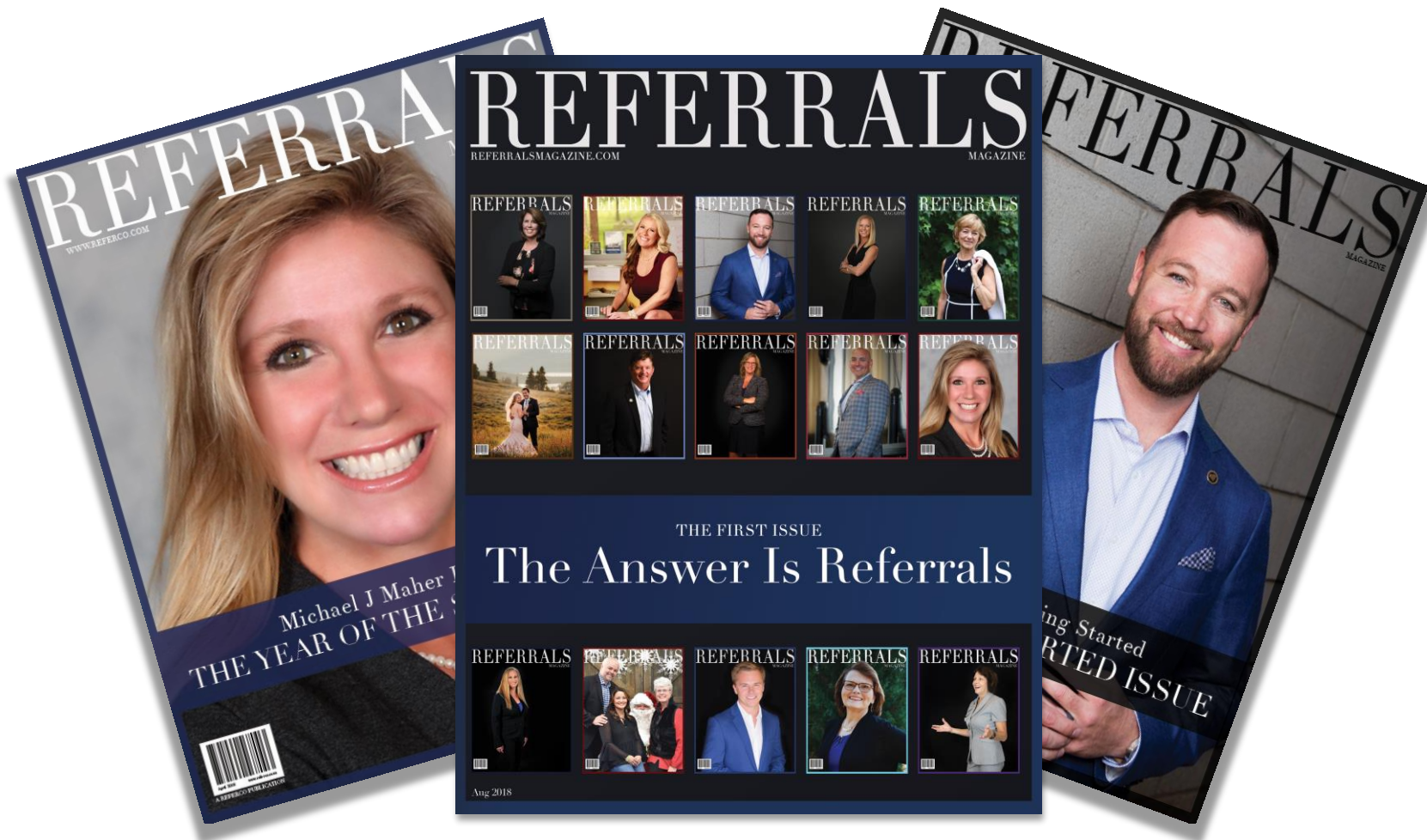


GET IT ON  
**Google Play**



# REFERRALS

MAGAZINE



[www.ReferralsMagazine.com](http://www.ReferralsMagazine.com)

Subscribe Today, Cover Tomorrow