

SELF-TEST ON ENABLING FOR MEMBER ADVOCATE

This is not a diagnostic test. It is meant to help you become aware of any enabling behaviors you may engage in with employees. Answer “yes” or “no” to each question.

- ___ 1. Do you often become frustrated or angry at the inappropriate behavior of a problem member?
- ___ 2. Do you deny inappropriate behavior or poor job performance by ignoring, minimizing, justifying or rationalizing it?
- ___ 3. Do you hope the inappropriate behavior or poor job performance will improve or that it isn't really as bad as you think?
- ___ 4. Do you spend a lot of time thinking or worrying about a problem member?
- ___ 5. Do you desire to protect or do you actually protect a problem member from consequences of his or her appropriate behavior or poor job performance?
- ___ 6. Do you feel pity and sympathy especially when a problem member complains about or is unhappy about personal problems?
- ___ 7. Have you felt manipulated, used or betrayed by a problem member when he or she promised to improve and didn't?
- ___ 8. Have you frequently taken over the duties or responsibilities of a problem member?
- ___ 9. Have you consciously avoided a problem member?
- ___ 10. Do you lack clear, definite standards of performance and professional conduct for your member?
- ___ 11. Have you gradually lowered your expectations for acceptable job performance by a problem member?
- ___ 12. Do you avoid confronting members about their poor job performance or inappropriate behavior?
- ___ 13. Are you afraid to confront a problem member that you suspect has an alcohol or other drug problem because you're afraid you'll destroy your relationship with him or her?
- ___ 14. Do you look the other way when you know members are using alcohol or other drugs at work?
- ___ 15. Do you make excuses, cover up for, or even defend a problem member's alcohol or other drug use on the job?
- ___ 16. Do you feel inadequate when a problem member promises to improve his or her job performance and doesn't?