

Answer Sheet

	1	2	3	4	5	6	7	8	9	10	Total
A	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
B	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
C	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
D	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

GEOR
GEOB
OLO.

Dr George Obolo
georgeobolo.com
georgeobolo@gmail.com

So what are
your values



1. Your team is in a meeting, and someone presents an analysis with errors. Everyone notices, but no one speaks up. You...

A

Feel frustrated—standards matter, and mistakes shouldn't slip through.

B

Wonder if the process could be improved to prevent this in the future.

C

Consider how embarrassing this must be for them and find a way to help.

D

Call it out, even if it's uncomfortable—errors need to be addressed.



2. Your manager emails you at 5 PM asking for urgent changes to a report. You...

A

Stay late to make sure it's perfect before sending it back.

B

Figure out a more efficient way to get it done faster.

C

Consider how this will impact your team and whether they need support.

D

Push back if you feel the request is unfair or unrealistic.



3. A team member disagrees with you in a finance strategy meeting. You...

A

Defend your position with data—your work is well-researched.

B

Stay open—maybe their idea could lead to a new approach.

C

Acknowledge their perspective and look for common ground.

D

Challenge them back—you're not afraid to stand your ground.



4. You find out a colleague took credit for an idea you contributed to. You...

A

Feel disappointed—
your work should
speak for itself.

B

Think of ways to
make your ideas
more visible in the
future.

C

Let it go—it's not
worth damaging the
relationship.

D

Address it directly—
you deserve
recognition.



5. A senior leader challenges your report's conclusions in a tense meeting. You...

A

Hold your ground—
your numbers are
rock solid.

B

Offer to explore
alternative solutions
—adaptability is key.

C

Reassure them—
your goal is to
support, not create
conflict.

D

Stand by your work
and push back if
necessary.



6. *A new system rollout is causing frustration across departments. You...*

A

Master the system first so you can help others.

B

Suggest a workaround or improvement.

C

Check in with colleagues struggling the most.

D

Speak up if the rollout is deeply flawed.



7. A junior team member asks for help but keeps making the same mistakes. You...

A

Give them stricter guidance—they need to get it right.

B

Encourage them to think differently—maybe there's a better way.

C

Show patience—growth takes time.

D

Challenge them to take more responsibility for their learning.



8. An executive makes a financial decision that doesn't sit right with you. You...

A

Double-check the data— if something's off, it'll show in the numbers.

B

Think of a smarter way to approach the issue and present an alternative.

C

Consider the broader human impact before reacting.

D

Speak up— even if it's risky, integrity comes first.



9. *Your team is falling behind on a major project, and people are getting anxious. You...*

A

Step up the quality control—cutting corners isn't an option.

B

Find a more efficient way to hit the deadline.

C

Make sure no one feels isolated in the stress

D

Take full ownership of the toughest parts.



10. At the end of a stressful work week, you feel most satisfied when...

A

I upheld the highest standards and delivered great work.

B

I helped change something for the better.

C

I made a difference in someone's day.

D

I stood by what I think is right, no matter the cost.