



## SMACNA KC Calling All Waymakers

Are you a Waymaker? How are you helping others find their way? What impact are you making on those closest to you, your team, your clients, and your community?

Complete the self-assessment below, and in each category, identify specific goals to become a more impactful Waymaker.

### Waymaker Self-Assessment

|    | Purpose   The Greater Need I Exist to Serve                                                 | Ranking<br>Low → High                                                                                                                                                                                                                                                          |
|-------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                                                     | I consistently use my skills, gifts, and talents to help and impact others.                 | <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7 <input type="checkbox"/> 8 <input type="checkbox"/> 9 <input type="checkbox"/> 10 |
|                                                                                     | My personality traits align with how I serve those around me and my community.              | <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7 <input type="checkbox"/> 8 <input type="checkbox"/> 9 <input type="checkbox"/> 10 |
|                                                                                     | I am passionate about the way I serve the needs of those around me and my community.        | <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7 <input type="checkbox"/> 8 <input type="checkbox"/> 9 <input type="checkbox"/> 10 |
|                                                                                     | I embrace my past pain as lessons learned to grow personally and better serve others.       | <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7 <input type="checkbox"/> 8 <input type="checkbox"/> 9 <input type="checkbox"/> 10 |
|                                                                                     | I have a personal Purpose that clearly defines the greater need I exist to serve.           | <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7 <input type="checkbox"/> 8 <input type="checkbox"/> 9 <input type="checkbox"/> 10 |
|                                                                                     | My Purpose:<br>Do I exist to<br>1) Serve money?<br>2) Serve myself?<br>3) Serve others?     |                                                                                                                                                                                                                                                                                |
|                                                                                     | What are some specific goals I can set to better use my Purpose to serve and impact others? |                                                                                                                                                                                                                                                                                |
|  | Platform   Areas of My Life That Provide Opportunities to Serve and Deploy My Purpose       | Ranking<br>Low → High                                                                                                                                                                                                                                                          |
|                                                                                     | I have a clearly identified Platform(s).                                                    | <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7 <input type="checkbox"/> 8 <input type="checkbox"/> 9 <input type="checkbox"/> 10 |
|                                                                                     | I am effectively using my Platform(s) to deploy my Purpose.                                 | <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7 <input type="checkbox"/> 8 <input type="checkbox"/> 9 <input type="checkbox"/> 10 |
|                                                                                     | My skills, gifts, and talents are being used in my Platform(s).                             | <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7 <input type="checkbox"/> 8 <input type="checkbox"/> 9 <input type="checkbox"/> 10 |
|                                                                                     | My personal interests and experiences are actively influencing my Platform(s).              | <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7 <input type="checkbox"/> 8 <input type="checkbox"/> 9 <input type="checkbox"/> 10 |

|                                                                                     |                                                                                                         |                                                                                                                                                                                                                                                                                |
|-------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                                                     | I use my Platform(s) consistently to impact those I serve in my personal life, career, and community.   | <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7 <input type="checkbox"/> 8 <input type="checkbox"/> 9 <input type="checkbox"/> 10 |
|                                                                                     | My Platform (areas of life that provide opportunities to deploy my Purpose):                            |                                                                                                                                                                                                                                                                                |
|                                                                                     | What are some specific goals I can set to better use my Platform to serve and impact others?            |                                                                                                                                                                                                                                                                                |
|    | <b>Places   Stops Along My Life's Journey</b>                                                           | <b>Ranking</b><br>Low → High                                                                                                                                                                                                                                                   |
|                                                                                     | I daily deploy and live out my Purpose inside my company and through the projects on which I work.      | <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7 <input type="checkbox"/> 8 <input type="checkbox"/> 9 <input type="checkbox"/> 10 |
|                                                                                     | I have clearly defined Places in my personal life that I intentionally deploy my Purpose.               | <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7 <input type="checkbox"/> 8 <input type="checkbox"/> 9 <input type="checkbox"/> 10 |
|                                                                                     | I am serving others and deploying my Purpose in one or more Places in my community.                     | <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7 <input type="checkbox"/> 8 <input type="checkbox"/> 9 <input type="checkbox"/> 10 |
|                                                                                     | I am always looking around and ahead for new Places I can serve and impact others.                      | <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7 <input type="checkbox"/> 8 <input type="checkbox"/> 9 <input type="checkbox"/> 10 |
|                                                                                     | My Places (where I am able to apply my Purpose and Platform):                                           |                                                                                                                                                                                                                                                                                |
|                                                                                     | What are some specific goals I can set to better use my Places to serve and impact others? Be specific. |                                                                                                                                                                                                                                                                                |
|  | <b>People   The People I Exist to Serve</b>                                                             | <b>Ranking</b><br>Low → High                                                                                                                                                                                                                                                   |
|                                                                                     | I see the people who need me.                                                                           | <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7 <input type="checkbox"/> 8 <input type="checkbox"/> 9 <input type="checkbox"/> 10 |
|                                                                                     | I am serving those I am called to serve.                                                                | <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7 <input type="checkbox"/> 8 <input type="checkbox"/> 9 <input type="checkbox"/> 10 |
|                                                                                     | I know the unique needs of the people around me.                                                        | <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7 <input type="checkbox"/> 8 <input type="checkbox"/> 9 <input type="checkbox"/> 10 |
|                                                                                     | I am making an impact on those I serve and guiding them to make positive changes.                       | <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7 <input type="checkbox"/> 8 <input type="checkbox"/> 9 <input type="checkbox"/> 10 |
|                                                                                     | I understand that I can only serve a finite amount of people effectively.                               | <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7 <input type="checkbox"/> 8 <input type="checkbox"/> 9 <input type="checkbox"/> 10 |

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|-------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------|------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
|                                                                                     | People Who Need Me:                                                                                                                           |                              |                          |                          |                          |                          |                          |                          |                          |                          |
|                                                                                     | What are the needs of the people identified above and the next steps of how I can serve them?                                                 |                              |                          |                          |                          |                          |                          |                          |                          |                          |
|    | <b>Potential Impact   The Ripple Effect of Your Impact</b>                                                                                    | <b>Ranking</b><br>Low → High |                          |                          |                          |                          |                          |                          |                          |                          |
|                                                                                     | I can clearly see how the impact I'm making on my family will grow beyond this generation.                                                    | <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"/> |
|                                                                                     | I make decisions that not only positively impact my company's employees but also their families.                                              | <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"/> |
|                                                                                     | I work to make a positive impact on the client as well as the project end-users and community.                                                | <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"/> |
|                                                                                     | The facilities we design and build create positive experiences for those who use them.                                                        | <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"/> |
|                                                                                     | Potential Impact (beyond my direct touch/impact):                                                                                             |                              |                          |                          |                          |                          |                          |                          |                          |                          |
|                                                                                     | What are some specific goals I can set to have an immediate impact as well as impact beyond my direct touch (the ripple effect)? Be specific. |                              |                          |                          |                          |                          |                          |                          |                          |                          |
|  | <b>Waymaker   A Leader Who Is Committed to Helping Others Find Their Way</b>                                                                  |                              |                          |                          |                          |                          |                          |                          |                          |                          |
|                                                                                     | What other ways can I be an impactful Waymaker?                                                                                               |                              |                          |                          |                          |                          |                          |                          |                          |                          |
|                                                                                     | How can I intentionally help others see their significance and impact?                                                                        |                              |                          |                          |                          |                          |                          |                          |                          |                          |

Do you have more questions about you or others on your team leading as Waymakers? Explore how Pioneer iQ [Develops and Equips Leaders](#).