Note for putting into Zoom Poll Feature. We intend to conduct 5 separate Zoom polls/surveys interspersed across the 2 hour training, based on each of the five areas, A. *Hope*, B.  *Personal Power*, C. *Recovery Relationships*, D. *Recovery Culture*, and E. *Meaning and Purpose*. Each of these polls/surveys will have 10 questions, with each question using a Likert scale, as follows:  ***1 = Never 2 = Rarely 3 = Sometimes 4 = Often 5=Always*.**

Instructions for each poll should read: Using the following scale to self-score, please indicate how each of the following statements most closely describes you:

***1 = Never 2 = Rarely 3 = Sometimes 4 = Often 5=Always*.**

**A. Hope Poll:**

1. In uncertain times, I usually expect things to turn out the best for me and those around me. Self-score here: \_\_\_\_
2. I find it easy to motivate my staff and inspire them toward high performance. Self-score here: \_\_\_\_
3. If I get feedback from my direct staff about a deficiency in my leadership performance, I don’t take it personally, and I try to correct it. Self-score here: \_\_\_\_
4. I generally practice reframing negative situations or “problems” into positive and/or hopeful possibilities or solutions. Self-score here: \_\_\_\_
5. I believe my colleagues have positive intentions toward me, the team and organization. Self-score here: \_\_\_\_
6. I thrive well in high pressure situations and cope well with stress. Self-score here: \_\_\_\_
7. I know how to hold the hope for people, including staff members, who seem to have none of their own. Self-score here: \_\_\_\_
8. I view disappointment as an opportunity for me and my team to learn from our mistakes and improve our performance. Self-score here: \_\_\_\_
9. When confronted with a challenge, I look for different options or solutions to resolve the problem or get around it. Self-score here: \_\_\_\_
10. People who know me well say I am hopeful, optimistic and/or positive. Self-score here: \_\_\_\_

**B. Personal Power Poll:**

1. I am comfortable taking risks and moving out of my comfort zone and promote the same for my staff. Self-score here: \_\_\_\_
2. I am open to learning new skills and taking on new tasks and promote the same for my staff. Self-score here: \_\_\_\_
3. I make it a consistent practice to affirm my staff and co-workers for excellent performance. Self-score here: \_\_\_\_
4. I model and promote perseverance for my staff through difficult experiences to achieve our goals. Self-score here: \_\_\_\_
5. I model stepping out of my comfort zone to take on new tasks and encourage my staff to do the same. Self-score here: \_\_\_\_
6. I seek to consistently provide choices for my staff and the people we serve. Self-score here: \_\_\_\_
7. As much as possible, I find ways to delegate work projects to my staff so they develop broader skills and experience. Self-score here: \_\_\_\_
8. promote self-direction for my staff and the people we serve and empower them to make their own decisions. Self-score here: \_\_\_\_
9. I support and provide consistent coaching for my staff on their professional development plan. Self-score here: \_\_\_\_
10. My staff would rate me high in the areas of supporting and empowering them to be all they can be. Self-score here: \_\_\_\_

**C. Recovery Relationship Poll:**

1. I regularly relate to my team with empathy. Self-score here: \_\_\_\_
2. I find ways to share my vulnerability with my team to build authentic relationships. Self-score here: \_\_\_\_
3. I am quick to give credit to my staff when they excel. Self-score here: \_\_\_\_
4. I am successful in maintaining positive relationships with all of my staff. Self-score here: \_\_\_\_
5. I consistently practice taking the back seat to provide opportunities for my staff to share their skills, talents, and gifts. Self-score here: \_\_\_\_
6. I acknowledge my shortcomings and mistakes to my team. Self-score here: \_\_\_\_
7. I do my best to make people feel comfortable being around me. Self-score here: \_\_\_\_
8. I am sensitive to how people are feeling, and I validate their feelings. Self-score here: \_\_\_\_
9. I am good at welcoming people, being attentive, and providing hospitality (practicing an open-door policy) for all my staff members and the people we serve. Self-score here: \_\_\_\_
10. People who know my team well say we avoid gossip, venting, sarcasm, and negativity. Self-score here: \_\_\_\_

**D. Recovery Culture Poll:**

1. I conduct regular team meetings at a minimum of either once or twice a month. Self-score here: \_\_\_\_
2. I include a discussion and/or review of recovery principles and practices in every team meeting. Self-score here: \_\_\_\_
3. Staff members are encouraged to share differing views from mine during team meetings, and they do so regularly. Self-score here: \_\_\_\_
4. I successfully model and coach my staff to accept change and make necessary changes. Self-score here: \_\_\_\_
5. My staff members are flexible and readily adapt to change to support our goals. Self-score here: \_\_\_\_
6. My staff members trust each other and are supportive, not competitive, with each other. Self-score here: \_\_\_\_
7. My staff members are skilled at addressing conflict that may arise among themselves and do not allow unhealthy conflict to disrupt team unity. Self-score here: \_\_\_\_
8. My staff members hold each other accountable for their performance. Self-score here: \_\_\_\_
9. My staff members hold each other accountable. Self-score here: \_\_\_\_
10. Outsiders would say that my staff (team) is positive, welcoming, and recovery oriented in all their relationships and service. Self-score here: \_\_\_\_

**E. Meaning and Purpose Poll:**

1. All my staff members stay focused on our goals to achieve optimal recovery outcomes. Self-score here: \_\_\_\_
2. My sense of meaning and purpose keeps me motivated. Self-score here: \_\_\_\_
3. I promote and practice mindfulness exercises with my staff. Self-score here: \_\_\_\_
4. I consistently link our recovery vision and mission to all we do so my staff members know the “why” behind their work and assignments. Self-score here: \_\_\_\_
5. I have drafted a professional vision statement and I have shared it with my staff. Self-score here: \_\_\_\_
6. My staff members have each drafted a professional vision statement and I have reviewed them. Self-score here: \_\_\_\_
7. I consistently find ways to inspire my staff to connect to their meaning and purpose. Self-score here: \_\_\_\_
8. I share with my staff about my personal recovery and/or resilient story about how I have overcome challenges. Self-score here: \_\_\_\_
9. I encourage my staff to share their recovery and/or resilient story within in the team and with the people they serve. Self-score here: \_\_\_\_
10. I consistently provide opportunities within our team meetings for the people we serve to share about their successes and recovery outcomes. Self-score here: \_\_\_\_