

Cognitive Flexibility Self-Assessment Worksheet

NAME

DATE

Cognitive flexibility means being able to think in different ways about situations, and come up with different responses as required.

The following self-assessment of cognitive flexibility explores your beliefs and feelings about your own behavior.

Read each statement and respond by selecting how much you agree or disagree with each statement.

| LIFE EVENT | STRONGLY AGREE | AGREE | NEUTRAL | DISAGREE | STRONGLY DISAGREE |
|---|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 1. I seldom have choices when deciding how to behave. | <input type="checkbox"/> |
| 2. I have the self-confidence necessary to try different ways of behaving | <input type="checkbox"/> |
| 3. I feel like I never get to make decisions. | <input type="checkbox"/> |
| 4. My behavior is a result of conscious decisions that I make. | <input type="checkbox"/> |
| 5. I am willing to listen and consider alternatives for handling a problem. | <input type="checkbox"/> |
| 6. I am willing to work at creative solutions to problems. | <input type="checkbox"/> |
| 7. I avoid new and unusual situations. | <input type="checkbox"/> |
| 8. In any given situation, I am able to act in ways that match that situation's specific needs and context. | <input type="checkbox"/> |
| 9. I have many possible ways of behaving in any given situation. | <input type="checkbox"/> |
| 10. I can communicate an idea in many different ways. | <input type="checkbox"/> |
| 11. I can find workable solutions to seemingly unsolvable problems. | <input type="checkbox"/> |
| 12. I have difficulty using my knowledge on a given topic in real life situations. | <input type="checkbox"/> |

TOTAL SCORE

Scoring

45 OR ABOVE

You probably have fairly high cognitive flexibility.

This means that you can respond creatively and diversely to situations. You don't get stuck on rules, procedures, or doing things only one way. You're probably open to new ideas and ways of thinking, and you probably like having lots of options.

You may find that you don't like having too much structure, which can mean that sometimes you're investing unnecessary effort "reinventing the wheel" and coaching without a clear system.

28-44

Your cognitive flexibility is moderate.

Sometimes, you can innovate "on the fly" in problem solving; other times, you may feel a bit stuck or blocked, or have trouble coming up with creative alternatives. You might work best with more structured systems that give you occasional room for spontaneity.

For instance: "I have an agenda for my coaching sessions, but I schedule a little time for open-ended discussion to see where things go. I keep a list of discussion starter questions handy."

27 OR BELOW

Your cognitive flexibility may be lower.

You likely prefer highly structured systems with clear rules and processes. These are great when you have those systems and procedures available, but you may struggle when life (and coaching) doesn't "follow the script".

You may find it helpful to identify situations where you often get stuck, then come up with some "if-then" processes that give you readily available alternatives so that you don't have to create them on your own. For instance: "I'll go with Plan A, but if that doesn't work, I have a Plan B and C as a backup."

What to do next

Thanks for your responses. I hope you found the scoring range information helpful. Please return this form to me.

I'll review this for you so that we can come up with an action plan together. For instance:

- We can explore how to benefit more from the cognitive flexibility you have.
- Or, if you want to, we can explore how to improve your cognitive flexibility.