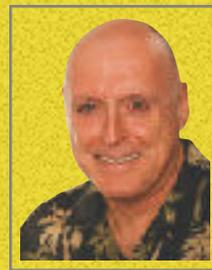


# THE EXTRA POINT

BY JERRY ROBERTS



## # 1009 How Would People at Work Describe You?

I came across something recently that I think we can have some fun with today. I'm going to ask you three questions as if I was interviewing you for a job, and I want you to give me the answers quickly. I'm Jerry Roberts, and we're going to give you something to think about, and you'll have to think quickly, next, on The Extra Point.

I was reading about the CEO and chairman of General Motors, Mary Barra. She's been in her current position for six years, and is the head of the largest woman-run company in America.

Barra came to GM at age 18 as an intern in the Pontiac division in 1980, has held 14 jobs with the company, including one as the global head of human resources — a job that isn't normally considered a stepping stone to the CEO ranks.

So, HR managers, there is hope of moving up if that's what you want.

Her time in HR taught her things about GM's corporate culture. With the word "culture" on the lips of most managers today, Barra's background makes her uniquely qualified to lead her company at this time.

At a recent conference, she revealed that in her days in the HR office, she always asked three questions of everyone she interviewed for a job.

These questions were asked in rapid succession. She didn't want the candidates to take a lot of time to respond. It's a test in self-awareness.

I'm going to ask you the same questions Mary Barra asked at General Motors. I'll pause after each to give you a few seconds to give your answer, and I'd like you to say it out loud.

If you're in your car and worried that people

will wonder why you're talking to yourself, never mind what they think. This is about you, not about them. Okay, are you ready? Here are the three questions.

1. How would your peers describe you, in three adjectives? The folks who work with you, which three words will they say best describe you?
2. How would your supervisor describe you, in three adjectives? Which three words will your boss say tell the story about you?
3. If you've been or are now a manager, how would people who've worked for you describe you — again, in three adjectives?

Barra says the ideal situation is that these adjectives don't change much from person to person.

She says it's best when people work just as well with peers and managers, as they do with those they manage.

If you're one type of person with a peer, but different with a manager, and different still with the ones you lead, that would raise a red flag.

You might take this exercise and have some fun with it today at work. Don't forget, you want to ask the questions quickly and get quick responses.

That's the Extra Point. Be responsible and make something good happen today. For 93.3 and the Ray Gibson Show, I'm Jerry Roberts.

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