

INTANGIBLES

Big-League Stories and Strategies for Winning the Mental Game - in Baseball and in Life

These Character Development Inventory forms are meant as a supplement to your book purchase. It was important to us to provide you with printable forms that could be used more easily by individuals and teams interested in developing character and leadership. They are free to use, whether you have purchased the book or not.

Please make sure to download the CDI questionnaire forms, which can be found in our “Downloads” section. You will need to complete the CDI before you use the forms in this document to score your CDI and use those scores to work on your character and personal leadership style.

For information describing the CDI process, see the chapter entitled “Leadership and the Character Development Inventory (page 198) of your copy of *Intangibles*. In this chapter, you can find step-by-step instructions for completing the inventory, tallying your scores with the scoring planner, and using factor worksheets to better define and understand each character factor.

For more information on *Intangibles* or to purchase the book, please visit www.bytelevelbooks.com.

Thank you for your interest in the Character Development Inventory and *Intangibles*! Wishing you much success on and off the field...



Geoff Miller

CDI Scoring Planner

FIRST:
 Add your scores from all five (5) questions on each CDI factor and then average them to find out your Factor Scores. Enter your Factor Scores in the boxes below.

Example

Positive Attitude:											
1	I learn from failure.						7				
2	I keep playing hard no matter how bad things seem to get out on the field.							8			
3	I demonstrate an upbeat mentality that my teammates and coaches can see in my actions and on my face.				5						
4	I believe I am going to accomplish my personal goals.								9		
5	I enjoy playing the game.									10	

Add scores from all Positive Attitude questions: $7+8+5+9+10=39$
 Divide by number of items (5): $39/5=7.8$
Positive Attitude score is 7.8

Personal Identity	Score	Mental Toughness	Score	Baseball IQ	Score
Positive Attitude		Focus		Knowing the Game	
Integrity		Confidence		Aptitude	
Relentless		Self-Evaluation		Apply Instruction	
Accountability		Perspective		Adaptability	
Passion		Intensity Level		Passion for Learning	
Selfless		Discipline			
Respect		Desire			

NEXT:
 Make a list of your Top 3 and Bottom 3 factors.

I have rated myself HIGHEST on:

Factor	Score

I believe that these factors are my GREATEST STRENGTHS.

I have rated myself LOWEST on:

Factor	Score

I believe that these factors need the MOST IMPROVEMENT.

THEN:
 Complete CDI Factor Worksheets for each of your Top 3 and Bottom 3 factors.

Character Development Inventory Worksheet

Please write the name of the factor you want to examine in the space provided and then answer the questions by looking back over your answers on your Character Development Inventory.

Factor:

1. On which statement did you rate yourself the lowest? Write that statement here:

Score:

2. On which statement did you rate yourself the highest? Write that statement here:

Score:

3. In general, did you rate yourself higher, lower, or about the same as other factors on the inventory?
4. Think of some strategies you can practice on a regular basis so you can strengthen this Character Factor.
5. Think of some ways you can challenge yourself to get even better if/when you rate yourself highly on this factor.
6. Name one Major League Baseball player and one teammate who you think embodies this factor more than anyone else (can be the same person if a former teammate of yours is now in the big leagues.) Why did you choose those players and what can you learn from them?
7. What do your ratings on this factor tell you about yourself as a player and as a person?