

SPARK METHOD© DIAGNOSTIC

Numerous studies have shown that building connections is important for our physical and mental health. For example, research has found that social support can help to reduce the risk of depression and anxiety (Eisenberger et al., 2011), and that social isolation is associated with increased inflammation and other health problems (Cacioppo et al., 2015). Additionally, neuroscience studies have shown that social interactions activate areas of the brain associated with reward and motivation (Bhanji & Beer, 2013), and that social connection can even help to reduce pain (Eisenberger et al., 2007).

By using the S.P.A.R.K. Method© self-assessment and focusing on building better connections, you may be able to improve your overall well-being and health. So, take the time to complete the self-assessment and make connection-building a priority in your life. Your brain and body will thank you for it!

Here are some tips to make the most of the assessment:

1. Set aside some time in a quiet and distraction-free environment to reflect on your connection-building skills and complete the S.P.A.R.K. Method© self-assessment.
2. As you work through each category of the self-assessment, be honest with yourself about your strengths and areas for improvement. Remember, building better connections is a lifelong process, and everyone can always improve.
3. Once you have completed the self-assessment, add up your scores for each category to get a total score out of 75. This score can help you assess your proficiency in building connections using the S.P.A.R.K. Method©.
4. Use your self-assessment results to identify areas for growth and development in your connection-building skills. Consider setting goals and creating action plans to help you improve in these areas.

Notes

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To use the table, rate yourself on a scale of 1-5 for each of the criteria listed in the left-hand column. Add up your scores for all five categories to get a total score out of 75, which you can then use to assess your proficiency in building connections using the S.P.A.R.K. Method©.

S.P.A.R.K. Method© Self-Assessment	Scoring Criteria (out of 5) 1=Not at all, 5=Always
Share:	
- DO I feel comfortable sharing personal experiences, emotions, and challenges with others?	1 2 3 4 5
- DO I create opportunities for others to share their personal experiences, emotions, and challenges?	1 2 3 4 5
- Am I willing to demonstrate vulnerability and lead by example in sharing my own experiences?	1 2 3 4 5
Purposeful:	
- DO I actively listen during conversations, making eye contact and providing verbal and non-verbal cues to show engagement?	1 2 3 4 5
- Am I present and focused during conversations, avoiding distractions and multitasking?	1 2 3 4 5
- DO I avoid interrupting or speaking over others while they are sharing their thoughts or experiences?	1 2 3 4 5
Ask:	
- DO I encourage open-ended questions to facilitate deeper understanding and connection?	1 2 3 4 5

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- Am I genuinely curious and willing to learn about others' perspectives and experiences?	1	2	3	4	5
- DO I avoid asking overly personal or intrusive questions that may make others feel uncomfortable?	1	2	3	4	5
Recognise:					
- Am I able to respond empathetically to others' experiences, validating their emotions and providing support?	1	2	3	4	5
- Am I able to offer constructive feedback and encouragement when appropriate, reinforcing a supportive environment?	1	2	3	4	5
- DO I avoid dismissing or minimizing others' emotions or experiences, and avoid responding with judgment or criticism?	1	2	3	4	5
Keep:					
- DO I maintain regular communication with others, checking in on their well-being and progress?	1	2	3	4	5
- Am I able to celebrate successes and milestones, fostering a sense of camaraderie and shared accomplishment?	1	2	3	4	5
- DO I make an effort to engage in conversations about personal interests and experiences, in addition to work-related topics?	1	2	3	4	5
Total Score: S.P.A.R.K. Method© Self-Assessment Scorecard Total Score (out of 75):					

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S.P.A.R.K. Method© Self-Assessment Scorecard Total Score (out of 75):

0-50: Needs Improvement

If your score falls in this range, you may benefit from focusing on building stronger connections with others. Consider setting goals to improve your connection-building skills, such as actively listening during conversations, asking open-ended questions, and maintaining regular communication with others.

51-65: Good

If your score falls in this range, you are likely skilled in building connections with others, but may still have some areas for improvement. Consider setting goals to further develop your connection-building skills, such as demonstrating vulnerability and sharing personal experiences, or celebrating successes and milestones with others.

66-75: Excellent

If your score falls in this range, congratulations! You are highly skilled in building connections with others, and are likely viewed as a valuable member of your personal and professional networks. Keep up the good work, and consider sharing your knowledge and skills with others to help them improve their connection-building abilities.

Remember, building better connections is a lifelong process, and everyone can always improve. Use your scorecard results to identify areas for growth and development in your connection-building skills, and set goals to help you improve in these areas.

Notes

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Tips to consider when applying the S.P.A.R.K. Model:

1. Share:

- DO create opportunities for team members to share personal experiences, emotions, and challenges.
- DO lead by example, openly sharing your own experiences and demonstrating vulnerability.
- DON'T force team members to share personal information if they are not comfortable DOing so.
- DON'T disclose sensitive information about others without their permission.

2. Purposeful:

- DO actively listen during conversations, making eye contact, and providing verbal and non-verbal cues to show engagement.
- DO avoid multitasking and minimize distractions while engaging with team members.
- DON'T interrupt or speak over team members while they are sharing their thoughts or experiences.
- DON'T make assumptions or jump to conclusions without fully listening to the person speaking.

3. Ask:

- DO encourage team members to ask open-ended questions to facilitate deeper understanding and connection.
- DO engage in genuine curiosity, demonstrating a willingness to learn about others' perspectives and experiences.
- DON'T ask overly personal or intrusive questions that may make team members feel uncomfortable.
- DON'T use closed-ended questions that can stifle conversation and limit opportunities for deeper connection.

4. Recognise:

- DO respond empathetically to team members' experiences, validating their emotions and providing support.
- DO offer constructive feedback and encouragement when appropriate, reinforcing a supportive environment.
- DON'T dismiss or minimize team members' emotions or experiences, as this can create feelings of isolation and disconnection.
- DON'T respond with judgment or criticism, as this can damage trust and inhibit open communication.

5. Keep:

- DO maintain regular communication with team members, checking in on their well-being and progress.
- DO celebrate successes and milestones, fostering a sense of camaraderie and shared accomplishment.
- DON'T let relationships stagnate due to a lack of communication or interaction.
- DON'T focus solely on work-related topics; make an effort to engage in conversations about personal interests and experiences.