

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 Scoring Planner and Factor Worksheet forms, which can be found on in our “Downloads” section. You will need both forms in order to score your CDI and use your 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...

A handwritten signature in black ink, appearing to read 'Geoff Miller', with a stylized, cursive script.

Geoff Miller

*Please read each statement and rate yourself on a scale of 1-10 in terms of how much it describes you.
You would circle 10 if you think the statement describes you perfectly and 1 if you think it doesn't describe you at all.*

Character Development Inventory

This assessment is designed to help you identify your character strengths and weaknesses. Our goal is to help you measure areas of your character that need improvement as well as comfort zones that don't need as much work. The information gathered from these items will be used to help you develop your own plan for working on your Personal Identity, Mental Toughness, and Baseball IQ. Please consider your answers carefully and honestly so that you will get the most value out of your results.

Name:

Date:

Position:

Team:

Age:

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Please read each statement and rate yourself on a scale of 1-10 in terms of how much it describes you.
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Personal Identity: Who the player is off the field											
Positive Attitude:											
1	I learn from failure.	1	2	3	4	5	6	7	8	9	10
2	I keep playing hard no matter how bad things seem to get out on the field.	1	2	3	4	5	6	7	8	9	10
3	I demonstrate an upbeat mentality that my teammates and coaches can see in my actions and on my face.	1	2	3	4	5	6	7	8	9	10
4	I believe I am going to accomplish my personal goals.	1	2	3	4	5	6	7	8	9	10
5	I enjoy playing the game.	1	2	3	4	5	6	7	8	9	10
Integrity:											
6	I act the same way whether I'm with family and old friends or teammates and coaches.	1	2	3	4	5	6	7	8	9	10
7	When I make a promise to someone or myself, I keep that promise.	1	2	3	4	5	6	7	8	9	10
8	I am the kind of person my teammates can count on if they need help on or off the field.	1	2	3	4	5	6	7	8	9	10
9	I would rather play the game the right way and lose than receive credit for a victory that I didn't earn.	1	2	3	4	5	6	7	8	9	10
10	I spend time thinking about how my values influence my career.	1	2	3	4	5	6	7	8	9	10
Relentless:											
11	When I set a goal, I will not rest until I have achieved that goal.	1	2	3	4	5	6	7	8	9	10
12	I know that if I keep working hard, I will eventually get what I want.	1	2	3	4	5	6	7	8	9	10
13	I am willing to do things that must be done in order to be successful.	1	2	3	4	5	6	7	8	9	10
14	I don't worry about whether or not I will get knocked down, but rather how I will get back up.	1	2	3	4	5	6	7	8	9	10
15	I seek out every possible way to develop my physical and mental abilities.	1	2	3	4	5	6	7	8	9	10

Please read each statement and rate yourself on a scale of 1-10 in terms of how much it describes you.
 You would circle 10 if you think the statement describes you perfectly and 1 if you think it doesn't describe you at all.

	Accountability:										
16	I follow through when I say that I will do something.	1	2	3	4	5	6	7	8	9	10
17	I admit mistakes when I make them.	1	2	3	4	5	6	7	8	9	10
18	I don't want to let my teammates down.	1	2	3	4	5	6	7	8	9	10
19	I expect my teammates to tell me if I'm not doing my job.	1	2	3	4	5	6	7	8	9	10
20	I don't want to let myself down.	1	2	3	4	5	6	7	8	9	10
	Passion:										
21	I play the game with energy.	1	2	3	4	5	6	7	8	9	10
22	My mood sets the tone for my teammates.	1	2	3	4	5	6	7	8	9	10
23	Baseball is one of the three most important things in my life.	1	2	3	4	5	6	7	8	9	10
24	I love to work out, play catch, practice, and play in games.	1	2	3	4	5	6	7	8	9	10
25	Other people comment on how much they enjoy watching me play.	1	2	3	4	5	6	7	8	9	10
	Selfless:										
26	I want to do more to help others.	1	2	3	4	5	6	7	8	9	10
27	I have a responsibility to do more to help others.	1	2	3	4	5	6	7	8	9	10
28	I will do anything to help my team win.	1	2	3	4	5	6	7	8	9	10
29	I would rather be a role player on a winning team than a starter on a losing team.	1	2	3	4	5	6	7	8	9	10
30	I want to be remembered as more than just a great baseball player.	1	2	3	4	5	6	7	8	9	10
	Respect										
31	I always treat others the way I expect to be treated.	1	2	3	4	5	6	7	8	9	10
32	I believe I owe myself the chance to see how good I can be in this game.	1	2	3	4	5	6	7	8	9	10
33	I try to understand the intentions of other people when I disagree with them.	1	2	3	4	5	6	7	8	9	10
34	I am proud of myself.	1	2	3	4	5	6	7	8	9	10
35	I am aware of how much players of past generations have endured so that I can have the opportunities I have in the game today.	1	2	3	4	5	6	7	8	9	10

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Mental Toughness: How the player competes on the field.											
Focus:											
36	I don't see or hear anything else when I'm playing the game.	1	2	3	4	5	6	7	8	9	10
37	My mind stays locked in on what I'm doing during and between pitches.	1	2	3	4	5	6	7	8	9	10
38	I don't let anything get in the way of accomplishing my goals.	1	2	3	4	5	6	7	8	9	10
39	It is easy for me to concentrate on the game while I'm playing.	1	2	3	4	5	6	7	8	9	10
40	It is easy for me to concentrate on the game while I'm watching.	1	2	3	4	5	6	7	8	9	10
Confidence:											
41	I believe that I am a great baseball player.	1	2	3	4	5	6	7	8	9	10
42	I believe that there are no limits to my talent.	1	2	3	4	5	6	7	8	9	10
43	I remember how hard I have prepared and that tells me I am ready to execute in games.	1	2	3	4	5	6	7	8	9	10
44	If I weren't able to play baseball any more, I would be successful in any career I chose.	1	2	3	4	5	6	7	8	9	10
45	It is easy for me to hear criticism from others.	1	2	3	4	5	6	7	8	9	10
Self-Evaluation:											
46	I know how to determine whether I've had a good game or not.	1	2	3	4	5	6	7	8	9	10
47	I know how to listen to what others think of my performance and compare that to my own ratings.	1	2	3	4	5	6	7	8	9	10
48	I am able to be critical of myself.	1	2	3	4	5	6	7	8	9	10
49	I am able to give myself credit when I have done a good job.	1	2	3	4	5	6	7	8	9	10
50	I demand a lot of myself but I am satisfied when I make progress toward my goals.	1	2	3	4	5	6	7	8	9	10

Please read each statement and rate yourself on a scale of 1-10 in terms of how much it describes you.
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Perspective:											
51	Spending time with my family is important to me.	1	2	3	4	5	6	7	8	9	10
52	If I give the best that I have and it isn't good enough to make it to the big leagues, I will be able to move on with no regrets.	1	2	3	4	5	6	7	8	9	10
53	My development as a player is more important than my stats.	1	2	3	4	5	6	7	8	9	10
54	I focus on things I can control and don't worry about things I can't control.	1	2	3	4	5	6	7	8	9	10
55	I am grateful for my opportunity to play professional baseball.	1	2	3	4	5	6	7	8	9	10
Intensity Level/Composure:											
56	I have a routine that helps me maintain my intensity level.	1	2	3	4	5	6	7	8	9	10
57	I can tell when I am starting to lose my cool and when I do I reset myself.	1	2	3	4	5	6	7	8	9	10
58	My body language and facial expressions don't change even when I am angry or frustrated.	1	2	3	4	5	6	7	8	9	10
59	I deal with failure by preparing myself for my next chance to succeed.	1	2	3	4	5	6	7	8	9	10
60	I find a way to motivate myself every night.	1	2	3	4	5	6	7	8	9	10
Discipline:											
61	I do what I'm supposed to do when I'm supposed to do it at 100% effort.	1	2	3	4	5	6	7	8	9	10
62	I plan the work that I do, which allows me to commit to my plan in games.	1	2	3	4	5	6	7	8	9	10
63	I work to perfect my skills through repetition.	1	2	3	4	5	6	7	8	9	10
64	Sometimes I have to miss out on having fun because I have dedicated myself to being great.	1	2	3	4	5	6	7	8	9	10
65	My daily routines help me stay on task.	1	2	3	4	5	6	7	8	9	10

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	Desire:										
66	I try as hard as I can every pitch of every game.	1	2	3	4	5	6	7	8	9	10
67	I am willing to do whatever it takes to accomplish my goals as long as I don't have to compromise my integrity.	1	2	3	4	5	6	7	8	9	10
68	If I don't make it to the big leagues, it will not be because I didn't work hard enough.	1	2	3	4	5	6	7	8	9	10
69	I have surprised myself by doing things I didn't think I could do.	1	2	3	4	5	6	7	8	9	10
70	I am driven by the need to fulfill my potential.	1	2	3	4	5	6	7	8	9	10
Baseball IQ: What the player knows about the game.											
	Knowing the game:										
71	I know where every player on the field should be at any given moment.	1	2	3	4	5	6	7	8	9	10
72	I have a plan that shows others that I understand what I'm trying to accomplish.	1	2	3	4	5	6	7	8	9	10
73	I can explain my approach at the plate or on the mound.	1	2	3	4	5	6	7	8	9	10
74	The game slows down for me because I know what I'm doing.	1	2	3	4	5	6	7	8	9	10
75	I don't need any more experience to feel completely prepared for any situations that I will face at the next level.	1	2	3	4	5	6	7	8	9	10
	Aptitude:										
76	I learn best by playing the game.	1	2	3	4	5	6	7	8	9	10
77	I learn best by seeing others do things the right way.	1	2	3	4	5	6	7	8	9	10
78	I learn best when I hear instructions.	1	2	3	4	5	6	7	8	9	10
79	I work hard to correct the mental mistakes I make in games.	1	2	3	4	5	6	7	8	9	10
80	I recognize game situations before they develop because I have experienced them in the past.	1	2	3	4	5	6	7	8	9	10

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Ability to Apply Instruction:											
81	I am good at taking what I have been working on in practice into games.	1	2	3	4	5	6	7	8	9	10
82	I practice game situations so I'll be able to execute them when it counts.	1	2	3	4	5	6	7	8	9	10
83	I need a lot of reps to feel comfortable with new movements.	1	2	3	4	5	6	7	8	9	10
84	I am good at understanding what coaches are trying to get me to do and then applying it in practice.	1	2	3	4	5	6	7	8	9	10
85	I can adjust my technique to put myself in a position of strength even when it is uncomfortable at first.	1	2	3	4	5	6	7	8	9	10
Adaptability:											
86	I don't need to be comfortable in order to play my best.	1	2	3	4	5	6	7	8	9	10
87	I change my game plan whenever the situation calls for it.	1	2	3	4	5	6	7	8	9	10
88	I make adjustments throughout the course of the game.	1	2	3	4	5	6	7	8	9	10
89	I can name three ways I have grown as a player in the last year.	1	2	3	4	5	6	7	8	9	10
90	I can win without feeling like I'm in a good groove at the plate or on the mound.	1	2	3	4	5	6	7	8	9	10
Passion for Learning:											
91	I constantly challenge myself to be better on and off the field.	1	2	3	4	5	6	7	8	9	10
92	I love listening to coaches tell stories about their playing experiences.	1	2	3	4	5	6	7	8	9	10
93	I read articles and books about great players so I can know more about what makes them great.	1	2	3	4	5	6	7	8	9	10
94	I want to hear criticism of my performance because it gives me new challenges that I can work on.	1	2	3	4	5	6	7	8	9	10
95	I am on a continuous path to perfection that can never be reached.	1	2	3	4	5	6	7	8	9	10