

# HERO PERSONA ASSESSMENT

When you think about your issue or acorn, which, if any, of these Hero moves are familiar to you or your work? Check as many as apply.

- White Savior Complex - white person who acts to help non-white people, in a way that is self-serving
- Band-aids versus institutional and systemic solutions
- Charity versus justice
- Taking on more than your fair share of work or responsibility
- Doing somebody else's work
- Fear of making anyone else feel uncomfortable
- Inability to set a boundary or say no
- Saying yes to things you don't really want to do
- Agreeing to work nights or weekends when you don't really want to
- Withholding feedback from colleagues (because it would hurt their feelings)
- Looking for problems that need solving
- Wondering what people would do without you
- Giving unsolicited advice
- Designing programs for (versus with) people
- Believing people need you and feeding dependency narratives
- Other:

How many total did you check?

Circle the one that is most problematic for you.

If you could give your Hero persona a name, what would you call them? For example, I call my Hero persona the "Eager Beaver" - always running around trying to help people who didn't ask for it.