

The Hubris Gauge

SELF-ASSESSMENT — INSTRUMENT, NOT VERDICT

Check what's true more often than not. Be honest, since the gauge only works if the input does.

INFORMATION & TRUTH

- ☐ No one pushes back on my ideas in team meetings, consistently
- ☐ I rarely ask, "What am I missing?"
- ☐ I do not keep track of the times I make a mistake
- ☐ I do not ask for feedback
- ☐ I dismiss disconfirming evidence quickly rather than sitting with it

PEOPLE

- ☐ In an argument, I want to win more than I want to learn
- ☐ I delay in giving credit to others
- ☐ I get impatient when others are still explaining something I've already "gotten"
- ☐ I explain things to experts in their own field without first checking what they know

RISK & CONSEQUENCE

- ☐ I feel the need to showboat, even when it can hurt me
- ☐ I take on more than I can execute well, because turning things down feels beneath me

SELF-NARRATIVE

- ☐ I attribute my successes to the kind of person I am
- ☐ When I fail, I lean on explanations like bad timing or luck — explanations I'm slower to grant others

SCORING

Count the boxes checked, then find the range below.

0-3	Grounded	Few enough of these land that hubris isn't a big risk right now. Worth revisiting this tool periodically; the score shifts fastest after a run of wins.
4-7	Watch it	A cluster is forming. Look at which category most of the checks fall in; that's where the distortion is entering first.
8-13	Redlining	This many checked is a pattern, not an anomaly. The common thread across most items is avoided information: mistakes untracked, feedback unasked, pushback absent. That's usually the best lever to pull.

This is not a clinical instrument. It's a mirror you hold up to yourself; its only value is honesty in the checking.