

Leadership Self-Assessment Tool



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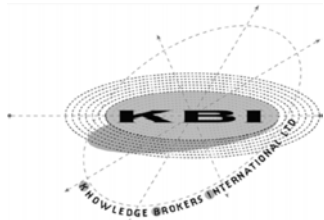
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This Assessment is specifically for individuals, investors, business owners, executives, and their staff members who are looking to assess their personal and organizational coaching skills in order to make their personal life and / or business more successful.

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Leadership Self Assessment

Title Based Leadership:

1. I am competent in my job position, possessing the technical skills to produce results:

1	2	3	4	5	6	7	8	9	10
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2. I am effective at planning, reporting and compliance activities (accounting, logistics, WCB etc.):

1	2	3	4	5	6	7	8	9	10
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3. I am measuring, tracking, and monitoring staff to ensure that they meet their minimum job requirements:

1	2	3	4	5	6	7	8	9	10
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Relationship Based Leadership:

4. I listen to truly understand people, not just to respond:

1	2	3	4	5	6	7	8	9	10
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5. I actively recognize people publicly and privately for their contribution to our organization's success:

1	2	3	4	5	6	7	8	9	10
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6. I understand what motivates people and makes them feel comfortable, I am constantly shifting my communications style to gain rapport with people:

1	2	3	4	5	6	7	8	9	10
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Results Based Leadership:

7. I have great project management skills:

1	2	3	4	5	6	7	8	9	10
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8. I understand how to identify and evaluate people's strengths and put them where they are most effective:

1	2	3	4	5	6	7	8	9	10
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9. When I am present my people are more motivated, more productive and operate at a level they otherwise wouldn't be able to maintain:

1	2	3	4	5	6	7	8	9	10
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Impact Based Leadership:

10. I systematically coach and mentor my staff toward self-reliance and interdependence:

1	2	3	4	5	6	7	8	9	10
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11. My people are beginning to display a strong sense of self-motivation and leadership qualities

1	2	3	4	5	6	7	8	9	10
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12. I am contributing to the personal and professional growth of my people adding true value to their careers and personal life:

1	2	3	4	5	6	7	8	9	10
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Transparency Based Leadership:

13. I meet all commitments to my people instilling a high level of credibility and trust in the relationship:

1	2	3	4	5	6	7	8	9	10
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14. My people take massive action with little prompting from myself, and this action is always congruent with our company mission and values:

1	2	3	4	5	6	7	8	9	10
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15. I talk more about the team's achievements than my individual achievements.

1	2	3	4	5	6	7	8	9	10
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Leadership Self-Assessment Score Sheet

Title Based Leadership:

$$1 \text{ ______} + 2 \text{ ______} + 3 \text{ ______} = \text{ ______} / 30$$

Relationship Based Leadership:

$$4 \text{ ______} + 5 \text{ ______} + 6 \text{ ______} = \text{ ______} / 30$$

Results Based Leadership:

$$7 \text{ ______} + 8 \text{ ______} + 9 \text{ ______} = \text{ ______} / 30$$

Impact Based Leadership:

$$10 \text{ ______} + 11 \text{ ______} + 12 \text{ ______} = \text{ ______} / 30$$

Transparency Based Leadership:

$$13 \text{ ______} + 14 \text{ ______} + 15 \text{ ______} = \text{ ______} / 30$$

$$\text{Total Score: } \text{ ______} / 150$$

- 25 – 30 You show a high level of competency at this level of leadership
- 20 – 24 You show sufficient levels of competency keep investing in yourself and your people... it will pay off!
- 15 – 19 Think about investing more in yourself and your team to strengthen this level of leadership.
- 3 – 18 A strong personal and business development strategy including mentorship, reading, taking workshops and other tools to grow your skills is suggested.