



LEADERSHIP SELF-ASSESSMENT

People-First Leader

Leaders who put their people first drive high levels of employee engagement and performance. They do it by leading with heart. Which means taking the time, and care to build strong relationships and support the growth, development, and success of the people they lead. Work matters for these leaders, but the people matter more.

Answer the following questions to see how well you do as a people-focused leader who leads with heart:

1

Do your team members know that you are always open to discussion with them and will make it a priority to schedule time and make it happen?

Circle one:

Yes / No

2

Are you able to eliminate or manage internal and external distractions and be fully focused on your people when you're with them?

Circle one:

Yes / No

3

Do you typically follow through on the commitments you make to your team?

Circle one:

Yes / No

4

Do your team members feel that you provide a good balance between caring for them, as well as the work to be accomplished?

Circle one:

Yes / No

5

Do you consistently take the time to get to know your people and build personal connections with them?

Circle one:

Yes / No

6

Do your people feel supported by you and know you will always have their back, especially when issues arise?

Circle one:

Yes / No

7

Do your team members know you're paying attention to how they're doing, personally and professionally?

Circle one:

Yes / No

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Effective Communicator

Like peanut butter and jam, leadership and communication go hand in hand. Effective leaders communicate clearly and effectively, whether they're focused on vision, priorities, or being fully present in their conversations with others. They also speak up on difficult subjects and are willing to engage constructively in healthy dialogue and debate. To lead well, you must be a good communicator.

Answer these questions to see how you rate as an effective communicator:

1

When someone wants to have a difficult conversation or talk through an approach to a potentially challenging situation, are you known as an open and active listener?

Circle one:

Yes / No

2

Are you comfortable speaking up with more senior leaders to offer a different perspective when appropriate?

Circle one:

Yes / No

3

Are you likely to engage in constructive dialogue when you do not agree with a course of action proposed by your team?

Circle one:

Yes / No

4

Are you able to define and communicate a compelling vision that inspires engagement and builds alignment around the way forward?

Circle one:

Yes / No

5

When you lead a staff meeting or conversation, do you invite participants to offer ideas and potential solutions?

Circle one:

Yes / No

6

Do you make room for your team to give their ideas and opinions before you offer your own as a part of the larger conversation?

Circle one:

Yes / No



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Resilient Leader

Setbacks, even outright failures are inevitable for every leader. So, too, are the challenges you face in times of uncertainty, stress, volatility, and change; times like now. Resilience is the skill you need the most for working effectively with a wide range of life and leadership challenges. The more resilient you are, the easier it becomes to rebound – and the faster your recovery time.

Answer these questions to see how your capacity for resilience measures up:

1

When issues or unexpected developments occur, are you able to stay focussed on the present moment?

Circle one:

Yes / No

2

When issues or unexpected developments occur, do you focus on how to move forward instead of fixating on the problem?

Circle one:

Yes / No

3

When you are faced with a particularly challenging situation, do you stay positive and maintain your ability to respond effectively?

Circle one:

Yes / No

4

Are you known as a leader who can work constructively and effectively in stressful situations and help others find a way forward?

Circle one:

Yes / No

5

Do you cultivate and boost your innate capacity for resilience by making wellness and self-care a priority for yourself?

Circle one:

Yes / No

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Leadership Self-Awareness

Who you are is how you lead, so knowing yourself as a leader really matters. Your self-awareness and understanding – about your innate talents and strengths, for example, and your thoughts, emotions, and behaviours – plays a vital role in leadership effectiveness. It's also essential that you pay attention to the impact you have on those around you. The more you build your 'awareness muscle', the more you boost your effectiveness as a leader.

Answer these questions to see how well you know yourself as a leader:

1

Do you have a good sense of your innate talents, strengths, and the unique contribution(s) you make as a leader?

Circle one:

Yes / No

2

Are you aware of your leadership style and the impact your leadership style and typical behaviours have on those around you?

Circle one:

Yes / No

3

Are you aware of the kinds of situations and leadership moments that trigger you towards reacting negatively or emotionally?

Circle one:

Yes / No

4

When you are triggered to react in potentially negative ways, are you able to notice and respond more constructively?

Circle one:

Yes / No

Self Assessment Instructions:

Review your answers and for every 'Yes', place a 1 next to it in the line provided. For every 'no', leave it blank.

Count all of the points you received and find out where you fall in this leadership self assessment:

Score: _____

15+ : Strong and effective leader

10-14: Evolving leader showing mix of strength and opportunities for development

0-9: Potential leader showing many opportunities for growth and development

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Your next steps

What is the difference you want to make as a leader? What will your leadership growth and development enable you to do more of, or less of, in being the leader you want to be? Now's the time to make it happen!



If you think you'd like to have the guidance, support and extra accountability that comes with a leadership coach, let's chat about what it might be like to work with me. When choosing a leadership coach, getting the right fit is key.

In addition to spending time getting to know each other, we'll talk about your leadership, what you're looking for, and how I can best support you. I'll also provide a complimentary 30-minute coaching session to help you decide.

BOOK SESSION