

Leadership Assessment

Purpose:

This self-assessment is designed to help leaders determine which leadership skills they may need to develop. It focuses on 4 components, including (1) providing direction, (2) leading courageously, (3) acting with integrity, and (4) motivating others. A set of 5 statements reflects various attributes of and skills for each component.

Instructions:

Please read each statement carefully on the following page. Then rate yourself in terms of how well you think you possess the attribute or perform the leadership skill by circling the statement that best reflects your view. This is not a test - there are no right or wrong answers.

The rating scale provides three choices:

- 1 = I do not possess this attribute or do this skill well at all.
- 2 = I seldom possess this attribute or do this skill somewhat well.
- 3 = I possess this attribute or do this skill very well.

Circle your chosen response for each statement. Please respond to every statement. In selecting your response, be realistic about your assessment. Do not answer in terms of how you would like to see yourself, in terms of what you should be doing, or in terms of how you think others view you. Again, the purpose of this assessment is to help you focus on growth objectives that will stretch you in meaningful ways.



KRACH

TRANSFORMATIONAL LEADERS
WORKSHOP

Krach Transformational Leaders Workshop

Team Quaestor

BGSU 2019

Smalling, R. (2017).

LEADERSHIP ASSESSMENT WORKSHEET

Name:	Do Not Do Well	Do Somewhat Well	Do Well
Providing Direction			
I articulate my organization's vision and mission to others.	1	2	3
I foster the fulfillment of a common vision.	1	2	3
I clarify roles and responsibilities.	1	2	3
I define priorities for our Chapter	1	2	3
I make our strategic plan a high priority	1	2	3
Total Score of items circled divided by 5. The resulting number is your average score for this area.			

Leading Courageously			
I take a stand for my values.	1	2	3
I understand the ethical responsibility that comes with leadership and act accordingly.	1	2	3
I deal with issues and concerns promptly.	1	2	3
I challenge others to make right choices.	1	2	3
I make tough decisions regardless of people's approval or rejection.	1	2	3
Total Score of items circled divided by 5. The resulting number is your average score for this area.			

Acting with Integrity			
I understand that leading begins with leading from the heart	1	2	3
I value the heart, character, and integrity of myself and others	1	2	3
I follow through on the promises and commitments that I make.	1	2	3
I am open to making significant changes in my behavior when necessary	1	2	3
I am able to exert self-discipline when needed.	1	2	3
Total Score of items circled divided by 5. The resulting number is your average score for this area.			

Motivating Others			
I inspire and provoke others to excel.	1	2	3
I trust in people's competence.	1	2	3
I establish high performance standards for myself.	1	2	3
I lead by setting a positive example that inspires others.	1	2	3
I reward performance and provide constructive feedback.	1	2	3
Total Score of items circled divided by 5. The resulting number is your average score for this area.			

Facilitator Instructions

Calculation:

Add up the scores for each section and divide by 5. This will provide an overall score for each section. Once you have calculated the scores for each participant, select the lowest scoring sections for the entire group. Depending on how much time you have focus on at least 2 where the group scored the lowest overall.

For example: If the majority of low scores are in Leading Courageously and Acting with Integrity, then use those 2 areas to direct your discussion regarding leadership. Explain to the group how they scored overall and explain that you will be focusing on the area(s) they feel that they do not do well in.

Discussion:

When beginning the discussion, keep in mind that none of participants know how each individual answered. You want to be mindful how you lead them to discussing how they personally answered each question. They may not be comfortable with discussing personal attributes in the group yet. One way to start the discussion is to provide a definition for them to refer to. For example: Acting with Integrity. Provide a definition of Integrity, and then begin the discussion with examples of this behavior within the chapter environment. A good place to start is our Ritual, as they will all be able to identify with its principles. Keep in mind this is an open discussion. There are no right or wrong directions to take. The purpose of the exercise is for them to acknowledge a development need and to provide some examples of how to work on that need.