

Enabling versus Equipping Self-Assessment Tool



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Enabling or Equipping? Self-Assessment

Rate yourself from 0 to 10 on the following questions 0 being you disagree 10 being you strongly agree. (Circle your answer)

Section A

1. I believe in training and developing people but when they begin to get bogged down or don't do something correctly I tend to jump in and do it myself.

1 2 3 4 5 6 7 8 9 10

2. I believe it is easier to do things myself than have others do them.

1 2 3 4 5 6 7 8 9 10

3. When I am present my people are more motivated, more productive and operate at a high level and when I'm not present productivity and motivation drops.

1 2 3 4 5 6 7 8 9 10

4. On average my team's increase in their skill base and attitude has been rather flat or negligible in the past 6 months.

1 2 3 4 5 6 7 8 9 10

5. I haven't really invested much in my own personal growth or skills development for quite sometime.

1 2 3 4 5 6 7 8 9 10

6. Although my people are positive capable and enthusiastic the reality is if I left tomorrow we would have to hire externally to replace me.

1 2 3 4 5 6 7 8 9 10

Section B

1. I take time to focus on developing the skills of my people individually and systematically.

1 2 3 4 5 6 7 8 9 10

2. I will coach my people through a challenge or obstacle they are facing and rarely will do it for them even though it would be easier for both of us.

1 2 3 4 5 6 7 8 9 10

3. I invest in external training, education, coaches, books, tapes, etc. to ensure that my people develop beyond even my capacity in their areas of strength.

1 2 3 4 5 6 7 8 9 10

4. I realize that no matter how good I am, I will achieve greater results by being focused on building my team and act accordingly.

1 2 3 4 5 6 7 8 9 10

5. Often I have team members lead an initiative giving them the opportunity to grow and develop. (New projects, meetings, problem solving etc.)

1 2 3 4 5 6 7 8 9 10

6. I am measuring specific competencies and attitudes in my team and there is a progressive development in the areas we are focused on developing.

1 2 3 4 5 6 7 8 9 10

Tally your scores for section A and B:

Section A: _____/60

Section B: _____/60

Subtract A from B and this will give you your net “equipping quotient”

$$B \text{ _____} - (A/2) \text{ _____} = \text{_____}$$

- 0-15 At this level the leader is in a low productivity zone, their team is most likely stagnating and underdeveloped. Their people will often need constant supervision; on their day off they're still probably fighting fires on the phone! This is the hard work long hours zone!
- 16-30 With this level of equipping skills, retirement or moving onto greater endeavors is unlikely. The leader here is still stuck in day to day operations, but people are beginning to develop and grow. To be more effective this leader needs to focus on the people ready to grow and put a strategy in place to transfer skills and spirit.
- 31-45 People development is happening, relatively slowly at times at other times they're on a roll. To become more effective the leader most likely needs to work on fine tuning their coaching, mentoring and teaching skills. Bringing in outside resources to accelerate the process would be helpful as well. Let go of those last remaining habits of retaining total control, start talking “team” and take it to the next level.
- 46-60 At this level we have the capacity to consistently and effectively transfer skills, motivation and create momentum. The leader here has in most cases moved completely out of enabling those people around them. With this skill set, attitude and team this leader should be able to achieve results well beyond leaders at other levels. To stay here; keep your commitment to personal growth and team, look for those ready to grow, and invest in them continually.