

Leadership Self-Assessment Tool



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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 |
|---|---|---|---|---|---|---|---|---|----|

2. I am effective at planning, reporting and compliance activities (accounting, logistics, WCB etc.):

| | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|----|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
|---|---|---|---|---|---|---|---|---|----|

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 |
|---|---|---|---|---|---|---|---|---|----|

Relationship Based Leadership:

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

| | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|----|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
|---|---|---|---|---|---|---|---|---|----|

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 |
|---|---|---|---|---|---|---|---|---|----|

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 |
|---|---|---|---|---|---|---|---|---|----|

Results Based Leadership:

7. I have great project management skills:

| | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|----|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
|---|---|---|---|---|---|---|---|---|----|

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 |
|---|---|---|---|---|---|---|---|---|----|

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 |
|---|---|---|---|---|---|---|---|---|----|

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 |
|---|---|---|---|---|---|---|---|---|----|

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 |
|---|---|---|---|---|---|---|---|---|----|

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 |
|---|---|---|---|---|---|---|---|---|----|

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 |
|---|---|---|---|---|---|---|---|---|----|

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 |
|---|---|---|---|---|---|---|---|---|----|

15. I talk more about the team's achievements than my individual achievements.

| | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|----|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
|---|---|---|---|---|---|---|---|---|----|

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. |