



Leadership Self- Rating

Rate yourself 1-5 in each Category

- 5: I have this one very well in hand thank you
- 4: Pretty darn good at this
- 3: Doing all right
- 2: Could use some work
- 1: Need some serious work

Rating:

_____ **Leads with a Clear Sense of Vision**

Listens well, Leads by example, People know where the organization is headed. Vision, Mission, Value Statement and Strategic Intent is written and clearly understood and embraced at all levels, People know their role in achievement of V, M, V, and SI

_____ **Encourages and Inspires to Aspire**

Enthusiastic, Encourager, Even Keeled
Clearly is passionate and positive about the future of the organization and it's people.

_____ **Acumen for Business**

Achievement Oriented, Always Prepared, Always on time, Aware of your marketplace, Adapts to change quickly

_____ **Develops Others and Self**

Develops self, Develops positive enduring relationships, Develops and nurtures a positive culture, Designated a Coach /Mentor for self, Designated Coach Mentor for others

_____ **Ethics Values and Integrity: Builds Trust**

Everyone treated with dignity and respect, Excellent example in words and action/behaviors

_____ **Results and Action Oriented**

Roles, goals activities are clearly defined and managed; By self; By team
Refreshed, Retreat, Relax takes time out to put things into perspective
Results in key areas are tracked; Results in key areas are accomplished,
Relevant goals are written down and understood by all
Recruits, Retains and Grows the Best People
Retains the Right Clients at the Right Rate of Retention

_____ **Serves Others**

Sets the tone of serving, Serve as positive example, Share successes with everyone, Say thank you and mean it enough? Gives time generously to others within and outside the organization

_____ **Total Score**

Overall Rating:	1	2	3	4	5
Total Score:	< 20	20-23	24-27	28-31	32-35

Note: Circle the word that best describes where you currently spend your time

Manager

Leader

Administers

Innovates

Maintains

Develops

Focuses on Systems

Focuses on People

Relies on Control

Inspires Trust

Looks at Behavioral Action

Engages Emotional Connection

Has a Short-Range View

Has a Long-Range Perspective

Asks How and When

Asks What and Why

Focuses on the Bottom Line

Focuses on the Horizon

Uses Authority

Uses Influence

Delegates

Motivates

Manager Total ____ X 10 = ____%

Leader Total ____ X 10 = ____%

Now take the total % and use that as a % of where your time is currently spent.

Manager % _____

Leader % _____

Leader Assessment Review:

Self- Rating # _____ Overall Rating (circle one) 1 2 3 4 5

% Time spent as Leader _____ %

What areas are your strengths?

List: _____

What areas need some focused attention?

List: _____
