Leader Effectiveness Self-Assessment

Mark each statement T for true or F for false. ("Sort of" doesn't count.)

__ I feel alive, flexible, and passionate about my life and work.

__ I have a personal mantra or quote that serves as my touchstone.

__ I clearly articulate an inspiring vision for my organization.

__ I encourage the development and communication of organizational values.

__ I spend some time each day to plan.

__ I prioritize, basing individual and business goals on personal and organizational values.

__ I work efficiently, focusing on my highest-value activities.

__ I seek opportunities for professional development, for myself and those I lead.

__ I provide direction and delegate responsibilities effectively.

__ I regularly acknowledge and champion others.

__ I create healthy, rewarding relationships at work and at home.

__ I am told that I have excellent listening and communication skills.

__ I have a great support system in place.

__ I know my stress warning signals and what to do about them.

__ I take time on a daily basis to rejuvenate myself and attend to personal needs.

__ I know when and how to say "No" and I do it without hesitation or guilt.

__ I do not allow work to take over my sense of who I am, either by long hours or not being able to turn it off when appropriate.

__ I do not squander time or energy obsessing over what I cannot control.

__ I am completely comfortable and confident with my self-image and how I come across to others.

__ I know my signature strengths and am satisfied that I am using them to best effect.

Give yourself 5 points for each True answer.   **Total score: ____**

Scoring:

0-25   -   What one change would give you the greatest benefit?

30-45   -   How will you make yourself more of a priority?

50-65   -   Average effectiveness and satisfaction. What will raise your score?

70-75   -   You're on your way. Where is your growing edge?

80-85   -   You're walking the talk. What will it take to go from good to great?

90-100 –   Sensational! How will you coach others to the same level?

►**What behaviors most enhance your effectiveness?**

►**What behaviors most detract from your effectiveness?**

►**Which 2-3 false answers do you most want to be true?**