

Leadership Self-Assessment Tool



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Shane Gibson

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Shane Gibson Inc. / Sales Academy
Vancouver, BC Canada
604-351-2328
e-mail: shane@salesacademy.ca

<http://salesacademy.ca>



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

1	2	3	4	5	6	7	8	9	10
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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
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Relationship Based Leadership:

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

1	2	3	4	5	6	7	8	9	10
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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
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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
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Results Based Leadership:

7. I have great project management skills:

1	2	3	4	5	6	7	8	9	10
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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
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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
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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
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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
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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
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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
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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
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15. I talk more about the team's achievements than my individual achievements.

1	2	3	4	5	6	7	8	9	10
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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.