

# 5 Levels of Leadership – Leadership Assessment

Assessment of:

Date:

## Section 1

They don't have to remind the people who work for them that they are the leader.	<input type="checkbox"/> Y <input type="checkbox"/> N
They think of each person who works for them as an individual person, not just in terms of his or her function or role	<input type="checkbox"/> Y <input type="checkbox"/> N
Most days they look forward to going to work	<input type="checkbox"/> Y <input type="checkbox"/> N
They recognize that the position they've been given is an opportunity to learn, not turf to be guarded.	<input type="checkbox"/> Y <input type="checkbox"/> N
The people who work for them are willing to do work above and beyond their job descriptions	<input type="checkbox"/> Y <input type="checkbox"/> N
They know that dealing with people problems is a part of leading and have accepted that as part of the job	<input type="checkbox"/> Y <input type="checkbox"/> N
They possess the desire to learn more about leadership and become a better leader	<input type="checkbox"/> Y <input type="checkbox"/> N
They think of their job in terms of work to be accomplished and give very little focus to career path and positions they desire to achieve along the way	<input type="checkbox"/> Y <input type="checkbox"/> N
One of their primary objectives is to assist the people who work for them	<input type="checkbox"/> Y <input type="checkbox"/> N
Most people find it easy to work with them	<input type="checkbox"/> Y <input type="checkbox"/> N

## Section 2

People outside of their department or area of responsibility respect their opinions and frequently seek them out for advice	<input type="checkbox"/> Y <input type="checkbox"/> N
They know their strengths and weaknesses and rarely get blindsided in their work	<input type="checkbox"/> Y <input type="checkbox"/> N
They genuinely like most people and want to help them	<input type="checkbox"/> Y <input type="checkbox"/> N
They are very consistent and even-tempered in their interaction with the people who work for them	<input type="checkbox"/> Y <input type="checkbox"/> N
When they say something to the people on their team, the team always knows they can count on it because the leader is trustworthy	<input type="checkbox"/> Y <input type="checkbox"/> N
They have developed solid relationships with all of the people who work for them	<input type="checkbox"/> Y <input type="checkbox"/> N
The people who work with them find them likable and pleasant nearly 100 percent of the time	<input type="checkbox"/> Y <input type="checkbox"/> N
When they need to have a candid conversation with team members to correct errors or take care of problems, they follow through and don't allow too much time to go by.	<input type="checkbox"/> Y <input type="checkbox"/> N
They believe that employees desire more than just a fair day's pay for a fair day's work; they believe that most desire encouragement and they give it to them.	<input type="checkbox"/> Y <input type="checkbox"/> N
They have developed relationships with everyone who works for them.	<input type="checkbox"/> Y <input type="checkbox"/> N

### Section 3

They consistently hit targets and goals	<input type="checkbox"/> Y <input type="checkbox"/> N
Good people always want to work with them and their team	<input type="checkbox"/> Y <input type="checkbox"/> N
People see them as an expert in their field and seek them out to learn from them	<input type="checkbox"/> Y <input type="checkbox"/> N
They are constantly setting and achieving higher goals for themselves, even when superiors don't set them	<input type="checkbox"/> Y <input type="checkbox"/> N
Their performance in their work often carries the team to a higher level	<input type="checkbox"/> Y <input type="checkbox"/> N
They give the best to whatever they do	<input type="checkbox"/> Y <input type="checkbox"/> N
They are comfortable with the idea that others are watching how they perform and follow their example	<input type="checkbox"/> Y <input type="checkbox"/> N
They are known as a problem solver, and they often get difficult tasks done	<input type="checkbox"/> Y <input type="checkbox"/> N
Their work is very consistent on a daily basis	<input type="checkbox"/> Y <input type="checkbox"/> N
They have systems and routines that help them perform at a very high level	<input type="checkbox"/> Y <input type="checkbox"/> N

### Section 4

They schedule and follow through with training and development for all the members of their team on a regular, consistent basis	<input type="checkbox"/> Y <input type="checkbox"/> N
When deadlines loom or work becomes urgent, they never cancel training and development sessions	<input type="checkbox"/> Y <input type="checkbox"/> N
They consistently take risks by giving people responsibilities and authority that will stretch them	<input type="checkbox"/> Y <input type="checkbox"/> N
They spend a significant amount of time of every month mentoring up-and-coming leaders	<input type="checkbox"/> Y <input type="checkbox"/> N
They know very thoroughly the strengths and weaknesses of all the people they lead	<input type="checkbox"/> Y <input type="checkbox"/> N
They individualize the way they train, develop, and mentor people	<input type="checkbox"/> Y <input type="checkbox"/> N
They spend the most strategic and significant mentoring time with the people who have the highest capacity, talent, and potential	<input type="checkbox"/> Y <input type="checkbox"/> N
They have a history of moving people from position to position to help them find their fit	<input type="checkbox"/> Y <input type="checkbox"/> N
They are continually giving people feedback, not just during formal reviews	<input type="checkbox"/> Y <input type="checkbox"/> N
Their team or department is considered by others to be the best trained (or one of the best) in the organization	<input type="checkbox"/> Y <input type="checkbox"/> N

### Section 5

They can name several specific people whom they have encouraged to speak hard truths to them, and they do so regularly	<input type="checkbox"/> Y <input type="checkbox"/> N
They are using their influence to instill values in my organization	<input type="checkbox"/> Y <input type="checkbox"/> N
The course of the organization is set by them or by a team of which they are a part	<input type="checkbox"/> Y <input type="checkbox"/> N
They have developed many leaders who are developers of other leaders	<input type="checkbox"/> Y <input type="checkbox"/> N
They enjoy the interaction and friendship of a small circle of leaders with whom they are taking the leadership journey	<input type="checkbox"/> Y <input type="checkbox"/> N
They are still at the top of their game, and the positive impact they are making is strong	<input type="checkbox"/> Y <input type="checkbox"/> N
I can name at least one person who would be ready to step in and take their place should they decide to leave their current position	<input type="checkbox"/> Y <input type="checkbox"/> N
They have influence outside of the organization	<input type="checkbox"/> Y <input type="checkbox"/> N
People from outside of their specific industry seek them out for leadership advice	<input type="checkbox"/> Y <input type="checkbox"/> N
They are using their influence and resources for causes greater than themselves or their organization	<input type="checkbox"/> Y <input type="checkbox"/> N