

5 Levels of Leadership – Self Assessment

Your Name

Date

Section 1

I don't have to remind the people who work for me that I am the leader	<input type="checkbox"/> Y <input type="checkbox"/> N
I think of each person who works for me 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 I look forward to going to work	<input type="checkbox"/> Y <input type="checkbox"/> N
I recognize that the position I'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 me are willing to do work above and beyond their job descriptions	<input type="checkbox"/> Y <input type="checkbox"/> N
I 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
I possess the desire to learn more about leadership and become a better leader	<input type="checkbox"/> Y <input type="checkbox"/> N
I think of my job in terms of work to be accomplished and give very little focus to career path and positions I desire to achieve along the way	<input type="checkbox"/> Y <input type="checkbox"/> N
One of my primary objectives is to assist the people who work for me	<input type="checkbox"/> Y <input type="checkbox"/> N
Most people find it easy to work with me	<input type="checkbox"/> Y <input type="checkbox"/> N

Section 2

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

Section 3

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

Section 4

I schedule and follow through with training and development for all the members of my team on a regular, consistent basis	<input type="checkbox"/> Y <input type="checkbox"/> N
When deadlines loom or work becomes urgent, I never cancel training and development sessions	<input type="checkbox"/> Y <input type="checkbox"/> N
I consistently take risks by giving people responsibilities and authority that will stretch them	<input type="checkbox"/> Y <input type="checkbox"/> N
I spend a significant amount of time of every month mentoring up-and-coming leaders	<input type="checkbox"/> Y <input type="checkbox"/> N
I know very thoroughly the strengths and weaknesses of all the people I lead	<input type="checkbox"/> Y <input type="checkbox"/> N
I individualize the way I train, develop, and mentor people	<input type="checkbox"/> Y <input type="checkbox"/> N
I 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
I have a history of moving people from position to position to help find their best fit	<input type="checkbox"/> Y <input type="checkbox"/> N
I am continually giving people feedback, not just during formal reviews	<input type="checkbox"/> Y <input type="checkbox"/> N
My 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

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