



Assess Your Leadership Acumen (cont.):

	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
17) I address issues, challenges and conflicts promptly and successfully.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
18) I'm able to accurately evaluate the emotional state of my team members.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
19) The individuals on my team can be counted on to follow through and produce quality results.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
20) I understand the financials of our organization and can communicate the role of money in fulfilling our mission.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
21) I'm consistently aware of the thoughts that drive my communication and behavior.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
22) When problems arise, my team takes initiative and steps up to address them.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
23) My team makes significant, consistent progress on strategic initiatives in addition to handling daily urgent needs.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
24) Everyone on my team understands and values the importance of their role and that of their teammates.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Now add up your score using 1 = strongly disagree, 2 = disagree, 3 = slightly disagree, 4= slightly agree, 5= agree, 6= strongly agree

Note the following, if you scored...

- 132 or more, you're an extraordinary leader, high five
- 124 or more, you're an insightful and savvy leader, with some opportunities for deepening your acumen
- 110 or more, you're on your way to being an adept leader, continue to be committed to your growth
- Less than 110, you're a novice leader, stay focused on actively taking steps to improve

Note one item you're going to take on to improve upon\* and then reassess quarterly. And while the assessment itself is valuable, keeping top of mind those leadership areas you want to progress on is even more beneficial as someone who is committed to continuous improvement and learning.

You can give this assessment to your team to evaluate you, however we suggest holding off until you've taken the time to improve in those areas you yourself know need attention. And when you do decide to receive input from your team, use this feedback as a discussion starter. If you receive a lower score on a statement from your team, come from a place of curiosity and ask to hear and understand more - specific examples, suggestions etc.

\*The content in our Character & Competency Leadership Development Program provides clear go-to guidance on how to make meaningful progress.