



# Assess Your Leadership Team's Acumen

How do you know if your leadership team is successful? Use this "litmus test" to quickly evaluate your team's effectiveness.

(For the purpose of this survey, **we used the term "staff" to refer to the organizational group over which your leadership team directs** - this could be the whole organization, a division or a department.)

	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
1) Staff enjoy coming to work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2) Issues and challenges get addressed promptly and successfully.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3) Staff embrace change.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4) Staff care about the organization as a whole.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5) Staff consists of a tight knit team.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6) Staff 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"/>
7) Staff does not gossip.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8) Staff is inspired and motivated.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9) Staff makes significant, consistent progress on strategic initiatives.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10) Staff understands the importance of their role and that of their coworkers.	<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. If you scored...

- 55 or more, you have an extraordinary leadership team, high five
- 50 or more, you have an insightful and savvy leadership team, with some opportunities for deepening their acumen
- 45 or more, you have a leadership team on their way to being adept, continue to be committed to their growth
- Less than 45, you have a novice leadership team, stay focused on actively taking steps to improve

The content in our Character & Competency Leadership Development Program provides clear, tangible guidance to support your leadership team in being extraordinarily successful and effective.