

LEADERSHIP CHARACTERISTICS Self Assessment

Rate each statement as *something others would say about you* by checking the appropriate box to match the following rating scale:

1 Never 2 Sometimes 3 Usually 4 Most of the time 5 All of the time

<i>What others would say about me . . .</i>	Rating
Is Knowledgeable: Understands the operations, services and facilities for which he or she is responsible, and seeks to gain new knowledge and skills.	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5
Is Self-Aware: Has a clear understanding of personality, including strengths, weaknesses, belief, motivations and emotions. Has awareness of the impact his/her actions have on others.	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5
Empowers Others: Invests in the growth and development of others and encourages others to take responsible independent action.	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5
Serves Others: Acts in the public interest and demonstrates through his/her actions belief in the value of servant leadership.	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5
Makes a Difference: Is committed to having a positive impact on others and sets goals accordingly.	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5
Is Decisive: Makes decisions with careful consideration of the merits of alternative choices or courses of action.	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5
Is Accountable: Takes responsibility for his/her individual actions as well as those of the organization and its members.	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5
Is Respectful: Demonstrates through his/her actions consideration for colleagues, subordinates, and clients and shows an appreciation for concerns and contributions of others.	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5
Promotes Teamwork: Helps teams develop commitment to a common purpose and builds team cohesiveness.	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5
Is Collaborative: Works in partnership with others to create win-win solutions, and is able to air disagreements without damaging relationships.	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5
Is an Excellent Communicator: Possesses a genuine interest in hearing what the other person has to say, and is able to explain his or her own views.	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5
Gives and Receives Feedback: Promotes open communication with co-workers, managers, and staff; provides and receives feedback in a way that promotes mutual respect and learning.	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5
Possesses Integrity: Acts with honesty and integrity, accepts responsibility for own actions and provides a positive role model for others.	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5

Leadership Self-Observation Worksheet

Reflecting on your assessment answers, what leadership characteristics do you feel you are particularly strong in?

What areas in your assessment indicate an opportunity for further growth and development of your leadership skills?

Choose 2 areas of potential growth and identify 1 or 2 actions you will take to increase your leadership effectiveness:

Area 1: _____

Action #1

Action #2:

Area 2: _____

Action #1:

Action #2:
