

LEADERSHIP RIGOR!

ASSESSMENT TOOL

Please read the following statements and select your response:

1. I need to learn more about this area
2. I am knowledgeable but could improve with additional application insights
3. I am a strong performer here and can confidently coach and develop others in this area

Determine Your Score for Each Section Separately:

- | | |
|---------------------|---|
| 15-25 | This is a clear development opportunity area that requires conscious discipline and practice |
| 26-40 | This is an area where you can significantly improve your performance on the ground with additional practice |
| 41 or higher | This is an area of strength for you with a few opportunity areas to target for increased performance and productivity—you are a candidate for coaching and developing others in their skill development |

PART 1: LEADING YOURSELF

- | | 1 | 2 | 3 |
|--|--------------------------|--------------------------|--------------------------|
| 1. I understand my personal hardwiring | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 2. I continuously ask for feedback to uncover my blind spots | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 3. I am aware that both my results and behaviors are equally important | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 4. I productively utilize both my time and energy | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 5. I consistently work at the appropriate altitude for my role | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 6. I understand the differences between lift and compression in terms of supporting my supervisor and team | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 7. I am clear about how communication and relationships affect my influence as a leader | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 8. I use my personal power to connect and influence in a positive way | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 9. I can openly express and demonstrate my own vulnerability | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 10. I self-manage my behavior for both positive and productive outcomes | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 11. I have the courage to express my point of view | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 12. I mindfully create my executive leadership presence | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 13. I understand why aligning my intentions and my impact is important | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 14. I actively put my learning on the ground as soon as possible | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 15. I am clear about my future development path choice for either being a technical expert thought leader or being a leader of others | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Total:

PART 2: LEADING TEAMS

- | | 1 | 2 | 3 |
|--|--------------------------|--------------------------|--------------------------|
| 1. I believe that leadership is in service to others and not about me | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 2. I am a strong role model for leadership behaviors because I demonstrate and communicate what I am doing and why | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 3. I am viewed by others as a visible and accessible leader | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 4. I understand that as a team leader I must deliver the work as well as develop the individual players and the team | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 5. I know how to productively manage both green dollars and blue dollars | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 6. I run productive team meetings based on preparation, participation, and outcomes | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 7. I am disciplined about consistently setting clear expectations | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 8. I consistently and effectively coach for performance | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 9. I am consistent and effective at holding accountability | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 10. I productively engage my team in the decision-making process | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 11. I am comfortable selecting from a variety of interpersonal leadership styles and applying the right one for the given circumstances | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 12. I am passionate about developing others | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 13. I work effectively at the cross-functional interfaces to facilitate progress in my role | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 14. I have excellent stakeholder relationships | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 15. I am effective at networking both inside and outside my organization | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Total:

PART 3: LEADING ORGANIZATIONS

	1	2	3
1. I have an enterprise vs. a functional mindset	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. I lead a performance-based organization and practice consequential leadership	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. I have a cohesive, high performing leadership team in place	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. I have a transparent and consistent approach to evolving and nurturing the culture of my organization	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. I have core values in place for my organization that are lived daily	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. I approach talent development as a priority and invest significant personal and executive team time in this area	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. I have created an environment where leadership and learning distinguishes our culture from our competitors	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. I create an organizational action agenda each year	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. I understand how to sequence initiatives at the organizational level so that traction can occur and resources are appropriately utilized	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. I have a structure and rhythm to my organizational communication messages	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. I invest time creating and shaping my organization's future	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. I know how to both prepare for growth and execute on growth initiatives	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13. Our employees understand both the organizational business model and our strategy and are clear about how to create value and competitive advantage for the enterprise	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14. I have created a clear expectation for what Operational Excellence is in our organization	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
15. I have created a clear expectation for what Organizational Excellence is in our organization	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Total: