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“quickie, quirky” Leadership Self-Assessment



Directions: Rate your own leadership characteristics by carefully considering how your staff and your supervisor would say *they see you* practicing these leadership skills. Try the 360° version!

Creating a Shared Vision:

1. “If you want to move people, it has to be toward a vision that is positive for them, that taps important values and gets them something they desire... *and you have to present it in a compelling way they feel inspired to follow.*”
– M. L. King

4	3	2	1
Very Strong	Strong	Weak	Very Weak

2. Vision is having an acute sense of the possible, seeing what others don't see. When *you can draw others together with a shared vision* something extraordinary happens.

4	3	2	1
Very Strong	Strong	Weak	Very Weak

Challenging the Status Quo

3. “Most of the important things in the world have been accomplished by people who have *kept on trying when there seemed to be no help at all.*” – D. Carnegie

4	3	2	1
Very Strong	Strong	Weak	Very Weak

4. Mistakes are chances to learn. Innovation and improvement require *experimenting and taking risks, even when we might fail.*

4	3	2	1
Very Strong	Strong	Weak	Very Weak

Freeing Others to Act

5. “To discover trust and cooperation we have to *empower others by promoting collaboration, sharing information, and distributing power.*” – R. E. Grimm

4	3	2	1
Very Strong	Strong	Weak	Very Weak

6. All effective work teams share a few things: *clearly defined goals and tasks, open dialogue, with disagreements “out on the table.”* They and their leaders use *consensus processes.*

4	3	2	1
Very Strong	Strong	Weak	Very Weak

Encouraging the Heart

7. “If you make people feel they're with ... *a special institution that's worth making sacrifices for...* If you have pride in your organization... **PEOPLE WILL DO ANYTHING!**” – J. Paterno

4	3	2	1
Very Strong	Strong	Weak	Very Weak

8. Things that get rewarded get done. Things that *get rewarded and recognized* get done repeatedly!

4	3	2	1
Very Strong	Strong	Weak	Very Weak

Modeling the Approach

9. “*Character is made by many acts; it may be lost by a single one.*” – Anonymous

4	3	2	1
Very Strong	Strong	Weak	Very Weak

10. Leadership is not a spectator sport: It takes *a personal commitment to honesty, competence, credibility, and trust – and practicing what we preach.* “If it's to be, it's up to me!”

4	3	2	1
Very Strong	Strong	Weak	Very Weak