



## Assessment of Your Organization along the Four Leadership Levels

Please score '1' in each cell of your choice, then calculate sub-totals and an overall total for each leadership level.

SELF LEADERSHIP			
Your People...	Rarely	Usually	Always
Are sincere, humble, and trustworthy			
Share ideas and propose initiatives			
Dare to experiment, within reason, and learn from mistake			
Jump in to solve problems			
Embrace change out of comfort zone			
Develop new skills			
Deliver on promises, without excuse			
Sub-totals		(A)	(B)
Overall Total = (A) + 2 x (B)	/ 14		

RELATIONAL LEADERSHIP			
Your People...	Rarely	Usually	Always
Communicate with authenticity			
Reach out to others			
Seek others' ideas and feedback			
Listen for value in what others say			
Care for and support others			
Help others grow and play at their best			
Trust and empower others, within reason			
Sub-totals		(A)	(B)
Overall Total = (A) + 2 x (B)	/ 14		

TEAM LEADERSHIP			
<i>Team members across your Organization...</i>	Rarely	Usually	Always
Maintain clarity on roles and responsibilities			
Play by the Team's rules			
Agree on the organization's Way Forward			
Prioritize team goals vs. personal goals			
Speak frankly with each other			
Trust each other			
Discuss the real problems together, even when it is uncomfortable			
Sub-totals		(A)	(B)
Overall Total = (A) + 2 x (B)	/ 14		

ORGANIZATIONAL LEADERSHIP			
<i>Your People...</i>	Rarely	Usually	Always
Are aligned with, motivated by, and proud about the Way Forward			
Share supportive beliefs and behaviors			
Grow their self-esteem and authenticity			
Have a bias for diversity of ideas			
Continuously raise the bar for performance			
Nurture healthy work practices			
Maintain productive collaboration across departments			
Sub-totals		(A)	(B)
Overall Total = (A) + 2 x (B)	/ 14		



### The big picture at your Organization

In the table below, please draw a horizontal bar for each Leadership Level of the length matching the total you scored.

	Critical				Opportunities for improvement							Great!		
	1	2	3	4	5	6	7	8	9	10	11	12	13	14
<b>SELF LEADERSHIP</b>														
<b>RELATIONAL LEADERSHIP</b>														
<b>TEAM LEADERSHIP</b>														
<b>ORGANIZATIONAL LEADERSHIP</b>														

Given the profile of your Organization in this assessment, which Leadership Level would you like to focus on first?

### Notes

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