

Leadership Effectiveness Index

Leadership is multi-dimensional. One of the most critical competencies of an effective leader is self-awareness. Completing this assessment indicates you value increasing your self-awareness and it will provide you with insight on your strengths, what's important to you and help identify opportunities to increase your leadership effectiveness.

Please rate yourself on a scale of one to five (1=disagree to 3=strongly agree on each of the statements listed below.

- I have an accurate assessment of my strengths and weaknesses. _____
- I leverage my strengths and the strengths of others. _____
- I accept my weaknesses and identify appropriate areas of development. _____
- I am open to new ideas and readily accept feedback. _____
- I consistently articulate a clear and compelling vision. _____
- I communicate often, and deliver both good and bad news. _____
- I appreciate other's opinions and build collaborative relationships. _____
- I foster a collaborative culture. _____
- I possess the requisite technical skills, experience and abilities to be successful in my leadership role. _____
- I seek to inspire and innovate. _____
- I drive accountability at all levels. _____
- I instill a sense of ownership. _____
- I influence through relationships. _____
- I share decision making. _____
- I foster teamwork (leveraging team diversity, assign clear goals and appropriate authority). _____
- I champion others' ideas. _____
- I consistently do what I say I will. _____
- I ask more than I tell. _____
- I increase capabilities through coaching and by fostering continual learning. _____
- I continually build trust and integrity at all levels. _____

Scoring Key

- 10-25 Beginning to build proficiencies toward effective leadership.
- 26-40 Developing effective leadership competencies.
- 41-50 Strong leadership competencies.
- 51-60 Very strong leadership competencies.

To become more self aware seek an external perspective and ask team members, peers, and supervisors to complete the survey (asking them to rate you on each statement). This will give you greater insight to their perception of your leadership effectiveness, and will uncover gaps that may exist between their perception and your self assessment. This may also provide additional opportunities for development. To discuss results contact Carol Heady at 845-226-8047