

Lifelong Learners Quiz

Leaders are Learners – Craig Lonnee

Write in the number on a scale of 1-5, where: 1 = Never true 2 = Rarely 3 = Sometimes 4 = Often 5 = Always true

	SCORE 1-5
I demonstrate high achievement drive by pursuing continuous learning and skill development. We all learn; we all teach, for life.	
My analytical thinking helps me examine failures systematically to extract learning insights. Often wrong, though never in doubt on the direction of travel.	
I use positive assertiveness to ask probing questions that challenge assumptions and uncover new perspectives. The best leaders are remarkable listeners.	
I demonstrate interpersonal trust by being transparent about my own learning journey and mistakes. Teaching deepens expertise.	
My tolerance for ambiguity allows me to encourage experimentation even when outcomes are uncertain. I advocate for the freedom to fail and learn.	
My reflective thinking enables me to create structured opportunities for team learning and insight development. Creating cultures that amplify learning is my job.	
I show emotional resilience by remaining open to feedback that challenges my current beliefs. I do not cling to yesterday's solutions to solve tomorrow's problems.	
My developing others focus drives me to invest time in coaching and mentoring team members. I always find time for people.	
I exhibit innovation by challenging conventional approaches and fostering creative problem-solving. Aspiring to be a problem-seeker is even higher.	
My intellectual humility is evident when I openly acknowledge knowledge gaps and seek to learn more. I'm always curious.	
TOTAL SCORE	

40-50 points | High learning leadership competency. You consistently demonstrate the personality traits that drive effective learning leadership and create psychologically safe learning environments.

30-39 points | Moderate learning leadership competency. You show solid learning leadership traits with opportunities to strengthen specific behavioural patterns.

20-29 points | Developing learning leadership competency. You have foundational traits but would benefit from targeted development in key personality dimensions.

Below 20 points | Learning leadership development opportunity. Consider focusing on building core personality traits that support learning leadership effectiveness.

Trait-based development considerations. For consistent higher scores (4-5)

- o Achievement drive/Analytical thinking | Channel these into structured learning initiatives.
- o Assertiveness/Innovation | Use these to drive organisational learning culture.
- o Interpersonal trust/Developing others | Leverage for mentoring and knowledge transfer.

For lower scores (1-3)

- o Tolerance for Ambiguity | Practice comfort with uncertainty through small experiments.
- o Emotional resilience | Build capacity for constructive feedback reception.
- o Reflective thinking | Develop systematic approaches to learning reflection.
- o Intellectual humility | Practice acknowledging limitations and seeking input.

Reflective questions

After completing the quiz, consider ...

1. Which of your personality traits most strongly support your learning leadership?
2. Which traits might be limiting your effectiveness as a learning leader?
3. How can you leverage your stronger traits to compensate for developmental areas?
4. What specific behaviours could you practice strengthening lower-scoring traits?