

Integral Design Thinking for Sustainability Management:
A Framework for Organizational Culture Change & Innovation
Dr. Maya Jaber

Integrated Leadership Self-Assessment Questionnaire

Evaluate Your Leadership Style Across Transformational and Servant Dimensions

Instructions: For each statement, rate how true it is for you on a scale of 1 to 5.

1 = Never (0 points), 2 = Rarely (2 points), 3 = Sometimes (4 points), 4 = Often (8 points),
5 = Always (10 points)

Use the space provided to total your score and reflect on areas of strength and growth.

Purpose & Vision

I articulate a clear and compelling vision for the future. [1] [2] [3] [4] [5]

My vision reflects shared values and serves a greater good. [1] [2] [3] [4] [5]

Motivation & Influence

I inspire others through vision, passion, or ideas. [1] [2] [3] [4] [5]

I build trust and connection through empathy and consistency. [1] [2] [3] [4] [5]

Focus on People

I actively support the development of those I lead. [1] [2] [3] [4] [5]

I foster both personal and professional growth in my team. [1] [2] [3] [4] [5]

Decision-Making

I make strategic decisions with long-term impact in mind. [1] [2] [3] [4] [5]

I seek input from others and value shared decision-making. [1] [2] [3] [4] [5]

Communication Style

I communicate in ways that energize and mobilize others. [1] [2] [3] [4] [5]

I listen deeply and create space for others to be heard. [1] [2] [3] [4] [5]

Power & Authority

I use my position to enable and uplift others. [1] [2] [3] [4] [5]

I create opportunities for shared leadership and empowerment. [1] [2] [3] [4] [5]

Organizational Culture

I model and cultivate a culture of care and community. [1] [2] [3] [4] [5]

I encourage innovation and agility within the organization. [1] [2] [3] [4] [5]

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Change & Innovation

I challenge outdated systems to spark meaningful change. [1] [2] [3] [4] [5]

I create a safe space where people feel supported during change. [1] [2] [3] [4] [5]

Ethical Foundation

I lead with a strong sense of ethics and integrity. [1] [2] [3] [4] [5]

Compassion and humility guide my leadership decisions. [1] [2] [3] [4] [5]

Legacy

I think about the long-term impact of my leadership. [1] [2] [3] [4] [5]

I aim to leave others more empowered and capable than before. [1] [2] [3] [4] [5]

Total Score: _____ / 100

Use this assessment to spark honest reflection. Reflect on your lowest and highest scoring areas. What patterns do you notice? Where are your strengths? What small shifts could you make to grow?