

Effective and Authentic Leadership Self-Assessment



Instructions:

This questionnaire contains items about different dimensions of effective and authentic leadership. There are no right or wrong responses, so please answer honestly. Use the following scale when responding to each statement by circling the number from the scales below that you feel most accurately characterizes your response to the statement.

Key:

1 = Strongly Agree 2 = Agree 3 = Neutral 4 = Disagree 5 = Strongly Disagree

Questions:

- | | | | | | |
|---|---|---|---|---|---|
| 1. I can list my 3 greatest weaknesses. | 1 | 2 | 3 | 4 | 5 |
| 2. My actions reflect my core values. | 1 | 2 | 3 | 4 | 5 |
| 3. I seek others' opinions before making up my own mind. | 1 | 2 | 3 | 4 | 5 |
| 4. I openly share my feeling with others. | 1 | 2 | 3 | 4 | 5 |
| 5. I can list my 3 greatest strengths. | 1 | 2 | 3 | 4 | 5 |
| 6. I do not allow group pressure to control me. | 1 | 2 | 3 | 4 | 5 |
| 7. I listen closely to the ideas of those who disagree with me. | 1 | 2 | 3 | 4 | 5 |
| 8. I let others know who I truly am as a person. | 1 | 2 | 3 | 4 | 5 |
| 9. I seek feedback as a way of understanding who I really am as a person. | 1 | 2 | 3 | 4 | 5 |
| 10. Other people know where I stand on controversial issues. | 1 | 2 | 3 | 4 | 5 |
| 11. I do not emphasize my own point of view at the expense of others. | 1 | 2 | 3 | 4 | 5 |
| 12. I rarely present a "false" front to others. | 1 | 2 | 3 | 4 | 5 |
| 13. I accept the feelings I have about myself. | 1 | 2 | 3 | 4 | 5 |
| 14. My morals guide what I do as a leader. | 1 | 2 | 3 | 4 | 5 |
| 15. I listen very carefully to the ideas of others before making decisions. | 1 | 2 | 3 | 4 | 5 |
| 16. I admit my mistakes to others. | 1 | 2 | 3 | 4 | 5 |

Scoring:

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| 1. Sum the responses on items 1, 5, 9 and 13 (Self-Awareness) | <input type="text"/> |
| 2. Sum the responses on items 2, 6, 10 and 14 (Internalized Moral Perspective) | <input type="text"/> |
| 3. Sum the responses on items 3, 7, 11 and 15 (Balanced Processing) | <input type="text"/> |
| 4. Sum the responses on items 4, 8, 12 and 16 (Relational Transparency) | <input type="text"/> |

Scoring Interpretation

This self-assessment questionnaire is designed to measure your effective and authentic leadership by assessing four components of the process: self-awareness, internalized moral perspective, balanced processing, and relational transparency (definitions are below). By comparing your scores on each of these components, you can determine which are your stronger and weaker components in each category.

You can interpret your authentic leadership scores using the following guidelines:

- Low = 15 and below (*Scores in the lower range indicate stronger effective and authentic leadership*)
- High = 16-20 (*Scores in the higher range indicate areas for additional consideration on my leadership journey*)

Reflection:

1. What did your scores reveal?

2. What can you envision achieving if you were able to improve in one or more areas?

3. Who is the most authentic leader you have encountered in your career and what impact did they make on you?

4. What 2 things will I focus on in my effective and authentic Leadership journey?

DEFINITIONS

Self-Awareness:

Internal self-awareness

Represents how clearly we see our own values, passions, aspirations, fit with our environment, reactions (including thoughts, feelings, behaviors, strengths, and weaknesses), and impact on others. Internal self-awareness is associated with higher job and relationship satisfaction, personal and social control, and happiness; it is negatively related to anxiety, stress, and depression.

External self-awareness:

Understanding how other people view us, in terms of those same factors listed above.

Source: HBR

Internalized Moral Perspective:

A concept in authentic leadership that refers to a self-regulatory process whereby individuals use their internal moral standards and values to guide their behavior. It means that authentic leaders act according to their ethical core and do the right thing, rather than being influenced by outside pressure.

Source: Psychology Today

Balanced Processing:

Balanced Processing considers both supporting and opposing opinions when making decisions. An effective authentic leader solicits opposing viewpoints and considers all options before choosing a course of action.

Source: psu.edu

Relational Transparency:

Relational transparency involves the leader presenting their authentic self, which helps develop trust by sharing true thoughts and feelings and displaying appropriate emotions. Relational transparency requires the leader to be honest, open, and real in their workplace relationships, and to balance their emotions with their co-workers needs.

Source: ckju.net