



Leadership Self-Assessment

Complete the following self-assessment by circling the box that best describes you. Add the corresponding column points up and see where you land on the leadership continuum. Remember, self-assessments only work if you are completely honest in your responses.

Enthusiasm	I have energy, a positive attitude and am motivated to meet goals. People can tell I'm passionate all of the time.	I have energy and am motivated when a project or task is exciting to me. People can tell I'm passionate most of the time.	I sometimes struggle to find motivation to work on projects – even things that are interesting to me. I do a great job in making sure that other's do not see my lack of excitement.	I only seem to be motivated when someone motivates me. People often tell me I need a better attitude.	I have a hard time getting motivated about anything. I really don't care if things turn out ok (I'm not a leader anyway). People are constantly telling me I need a better attitude.
Integrity	I do what I promise to do when I promise to do it – every time. I'm always honest and transparent.	I do what I've promised when I've promised to do it – almost every time. If for some reason I can't follow-through, I communicate to let people know when I'm not fulfilling my obligation.	I sincerely try do what I promise to do when I promise to do it – most of the time. I'm generally honest and transparent.	Sometimes I try to do what I've promised, but sometimes life just gets in the way. I'm not always transparent because I'm afraid of what people would find out.	I seem to always be in trouble for not doing the right thing. No one really follows through on promises these days.
Goal-Oriented	I set goals regularly and plan time to frequently assess my progress. In another words, my goals are a top priority.	I set goals regularly, but it sometimes takes me a few weeks before I can reassess my progress.	I set goals regularly; but rarely revisit those goals or assess my progress. At least I have some!	I set goals sometimes, but really do so knowing that I won't follow through, so it's usually a waste of time.	Why have goals? Most everything that is going to happen, will happen – regardless of how hard I try.
Communicator	I'm an articulate and effective public speaker. I actively listen to team members and strive to make sure everyone is on the same page.	I can speak in public when needed. I try to listen to everyone's input. I try to make sure everyone is on the same page.	I'm really not a public speaker but like to be active behind the scenes. It is important that everyone be on the same page, but that's not always my job.	I don't really do public speaking. I generally listen to the people that make the most sense and usually avoid the others.	If people want to know what I'm thinking – they will ask me.
Learner	I don't have all of the answers, nor do I claim to. I'm not afraid to tell people so. I surround myself with people who know different things than me, read, and research a great deal to learn about new things.	I don't have all of the answers, but sometimes I don't like people to know it. When I don't know something, I will admit it and say, "let me get back with you."	I have worldly experience but recognize that I don't know it all. I'm afraid to let anyone know if I don't know something. I quickly and quietly research the topic, so I can tell them how things are.	I make sure that everyone knows about my experience and frequently tell people about it. If I don't know something, I make things up to avoid the topic.	I know a lot of about everything. Whether book smarts or experience, I know what I need to know to be successful.
Innovator	I constantly try to brainstorm new and exciting ideas that can help move our team forward. Also, I always think of the best strategies to communicate these ideas to the team.	I try to think of new ideas often. I come up with new ideas, but have a difficult time figuring out how to communicate my ideas.	When prompted, I will try to think about new ideas that could help our team. I have a hard time communicating those ideas.	I sometimes think of new ideas, but no one asks my input.	It doesn't matter if I come up with new ideas – no one will listen anyway.
Problem-Solver	I tackle problems head-on. I am resourceful and am positive through difficulties. I always involve team members to be part of the solution.	Problems are a challenge to me. I accept them, but sometimes need team members to help solve them.	While problem solving may not be my strength, I appreciate a challenge and will work towards a solution.	I understand that everyone has problems; but I don't consider myself a problem-solver. I tend to defer problems to someone else who can handle it.	Everyone has problems. If I wait long enough, the problem will work itself out.
Risk-Taker	I believe in the philosophy that it costs money to make money. I'm willing to put my own money on the table to take a risk for everyone.	I don't mind taking a risk as long as all of our bases are covered. If it doesn't work out, I think we can explain.	I'm willing to stick my neck out on the line for something that may improve the organization, but I'm not willing to risk my personal money or reputation.	It bothers me to take a risk knowing that my reputation is on the line. If it doesn't work out, I'll need a scapegoat.	Nothing has gone wrong so far so why would we attempt to do something different?
Visionary	People often tell me that I'm thinking too far down the road. I'm always thinking about how we make our mission better for the next generation.	People sometimes tell me that I'm thinking too far down the road. Often, I think about how we make our mission better for the next generation.	Sometimes I think about how we make our mission better for the next generation.	I think that what we're doing is working fine. Since it works now, it will probably work for the future of the organization.	Why would we plan for how will things be down the road? I'm more interested in what benefits us now.
Team Player	I value everyone's opinion and work closely with everyone on the team (even members I may not like).	I value most everyone's opinion and work closely with most people on the team.	I value the opinion of some, but know that with my experience, most do not know best.	Most people in the organization have less experience than me, so I need to focus more on ensuring that they know my qualifications and performance.	I really don't see a point to being a team player. They are going to do what they want anyway, so why does it matter?



UNBOXED TRAINING SOLUTIONS
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To Tabulate the Leadership Self-Assessment, complete the following:

of items circled in Column A _____ x (times) 4 points = _____

of items circled in Column B _____ x (times) 3 points = _____

of items circled in Column C _____ x (times) 2 points = _____

of items circled in Column D _____ x (times) 1 point = _____

of items circled in Column E _____ x (times) 0 points = _____

ADD UP THE TOTAL POINTS AND ENTER HERE  _____

Place an X on the scale to the right based on your score. 0-----12-----20-----29----34---37--40

Points	Leadership Level	Description
37-40	Leadership Expert	VERY few people can score in this range! If you honestly answered all questions, you will have no problem with this course and chances are, you've been in leadership for many years and have already completed similar leadership courses. In addition, you are ready for the next level of our leadership curriculum. You will find some tips and tricks in this curriculum to polish your leadership ability.
34-36	Leadership Master	If you have 5-10 years of experience in leadership, this is typically the category that one would score – if you are an effective leader. Some of the information in this course will be a refresher; while you could gain a great deal of assistance with your lower scoring areas.
29-33	Leader Novice	Most people with a couple of years of leadership experience will score in this area. More than likely, you have several very strong areas, and several low areas. Some competencies are more innate, or natural, for some people. It is rare that someone would score “center of the road” in all areas.
20-28	Leader In-Training	You are well on your way to developing and expanding your leadership horizons. Chances are you scored high in a couple of areas but need development in the majority of the competencies. This curriculum will be a perfect fit for where you are in your leadership development.
12-19	Leader To-Be	Remember, leaders are made, not born! Chances are, you've not had much experience with leadership – and that is OK! You're challenge while completing this curriculum will be finding opportunities to practice what you are learning. So, join an organization or committee – you'll need the practice!
0-11	Unskilled	You may need to reevaluate if leadership is the avenue for you. We don't like to set people up for failure – not to say that you can't do it, but it will be a very hard and challenging road. It is very unadvisable for you to take on a leadership role until you complete this curriculum. If you are already in a leadership position, you're going to have to work extra hard and learn twice as fast to be effective in your role.

Ideas for professional growth and development:
