



Leadership Advisory Services

Organization Net Leadership Self Evaluation

Read the statements and indicate how often your organization exhibits the behavior. Use the scale:

1- Almost Never 2- Infrequently 3- Frequently 4- Almost Always

- ___ 1. Customer feedback about interaction with my employees is very positive
- ___ 2. My employees often bring me good ideas for improving our operation
- ___ 3. My employees work together well and are positive in interacting
- ___ 4. My employees understand and support our organization's vision
- ___ 5. My employees consistently bring new ideas for serving customers in new ways
- ___ 6. My team challenges itself to be best-in-class in their functions
- ___ 7. Employees get regular performance feedback, and we routinely recognize good results
- ___ 8. When we encounter challenges, my team spontaneously brings alternative solutions
- ___ 9. I rarely have issues with employee turnover or attracting new employees
- ___ 10. My customers are enthusiastic about our relationship and promote our business to others

Total Positive Score

- ___ 1. I often must intervene in squabbles or calm people down
- ___ 2. I get surprise 'bad news' – unpaid bills, write offs, missed schedules – regularly
- ___ 3. Change is difficult to implement, and employees fall back on old ways of doing things
- ___ 4. Internal business processes are often ignored or skipped
- ___ 5. We have lots of finger pointing when things do not go well
- ___ 6. Employees often struggle with their jobs when conditions deviate from 'normal'
- ___ 7. Customers express concern over internal issues that they were told about by employees
- ___ 8. The financial performance of my business is lower than that of my peers, for no clear reason
- ___ 9. Stress levels are high for nearly everyone at work
- ___ 10. Quality of products and services is constantly an issue, even with systems in place

Total Detractor Score

Positive Score
- Detractor Score (subtract)

___ **Total Score (Net Leadership)**
(Evaluate score – see opposite side)



ACADEMY LEADERSHIP®
Developing Leaders Who Deliver Results



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Leadership Advisory Services



- No Strategy or Process Can Survive Poor Employee Engagement
- Employee Engagement Largely Determined by Immediate Supervisor
- **Are Your Leaders (at all levels) As Effective As They Could Be?**



Net Leadership Self Evaluation Scores (opposite side)

20-30: Good Environment Overall, Focus on Weak Spots

10-20: Leadership skill sharpening will help results

0-10: Big opportunities for improvement in performance

< 0: You must be stressed. Let us help

Great Results Come to Organizations With Engaged Employees

It Starts With Your Leaders



To Develop Your Leaders at All Levels, call Andy Foerster (513) 581-1844