

12-Minute Manager Confidence Assessment

Discover Your Management Confidence Score & Get Your Personalized Action Plan

Instructions

Rate each statement from 1-5 based on how confident you feel:

- **1 = Not confident at all**
- **2 = Slightly confident**
- **3 = Moderately confident**
- **4 = Very confident**
- **5 = Extremely confident**

Section 1: Team Communication (5 questions)

1. I can have difficult conversations with team members without avoiding or escalating the situation
2. I provide clear, actionable feedback that helps my team improve performance
3. I can effectively communicate expectations and deadlines to my team
4. I handle conflict between team members professionally and fairly
5. I can deliver constructive criticism in a way that motivates rather than discourages

Section 2: Decision Making & Problem Solving (5 questions)

6. I make decisions quickly when my team needs direction
7. I can solve problems without constantly escalating to my manager
8. I balance input from others with my own judgment when making decisions
9. I take responsibility for decisions even when outcomes aren't perfect
10. I can prioritize competing demands and help my team focus on what matters most

Section 3: Team Development & Delegation (5 questions)

11. I delegate tasks effectively without micromanaging
12. I can identify each team member's strengths and growth areas
13. I provide opportunities for my team members to develop new skills
14. I trust my team to complete work without constant check-ins
15. I can coach team members through challenges rather than just giving answers

Section 4: Self-Management & Leadership Presence (5 questions)

16. I remain calm and composed under pressure
17. I manage my time effectively and model good work habits
18. I can admit when I don't know something and seek help appropriately
19. I maintain professional relationships while being approachable
20. I feel confident representing my team to senior leadership

Scoring Guide

Calculate Your Score:

Total possible points: 100

Your Management Confidence Level:

- **80-100 points: High Confidence Manager**
You're demonstrating strong management capabilities across all key areas. Focus on advanced leadership skills and strategic thinking.
- **60-79 points: Developing Manager**
You have solid foundational skills with some areas for growth. Target your lowest-scoring sections for focused improvement.
- **40-59 points: Emerging Manager**
You're building management skills but may feel overwhelmed at times. Prioritize communication and decision-making skills first.
- **20-39 points: New Manager**
You're in the early stages of management development. Focus on building confidence through structured learning and practice.

Your Personalized Next Steps

If you scored 80-100:

Focus Area: Strategic Leadership Development

- Develop your vision-casting abilities
- Work on influencing without authority
- Build cross-functional leadership skills

If you scored 60-79:

Focus Area: Management Effectiveness

- Strengthen your lowest-scoring section first
- Practice delegation and feedback skills
- Develop consistent management routines

If you scored 40-59:

Focus Area: Core Management Skills

- Master difficult conversations
- Build decision-making confidence
- Establish clear communication patterns

If you scored 20-39:

Focus Area: Management Foundations

- Focus on one skill area at a time
- Seek mentorship and structured support
- Practice self-management first

Ready to Accelerate Your Management Growth?

Your assessment results show exactly where to focus your development efforts. But knowing what to improve and actually making the changes are two different things.

If you're ready to build unshakeable management confidence and see real results in your team's performance, let's talk about how personalized coaching can accelerate your growth.

Book a free 15-minute Discovery Call to discuss your results and how you can create a personalized action plan.

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