

Becoming An Exceptional Leader

How Effective am I as a Leader?

Every job that involves supervising people, or has people reporting to them is in a “leadership” role.

Directions:

1. Read each statement and score on a scale of **1** being ‘totally not accurate’ and **10** being ‘very accurate’. The higher the number, the more the statement reflects you.
2. Add up the total of all of your scores.

Statements	Score
I promote teamwork and discourage “us versus them” thinking.	
I provide clear directions on how the job should be done.	
I set the example of how my team should work together.	
I create an environment where people feel respected, valued and appreciated.	
I encourage the giving and receiving of feedback.	
I help employees focus on key activities that contribute to our company success.	
I create an environment focused on productivity.	
I clearly communicate the company goals so everyone can contribute to them.	
I set clear expectations and let people know how well they are meeting them.	
I set high standards for my performance and I encourage others to do the same.	
I involve my people in making decisions.	
I encourage and reward creativity and innovation.	
I encourage people to stretch beyond their current abilities.	
I praise people publicly and I criticise privately.	
I model enthusiasm and loyalty to the company and the brand.	
I help people take ownership of results by holding them accountable.	
Total	

Interpretation:

- Scores between 140 and 160 indicate you should be a very successful leader.
- Scores between 120 and 140 indicate significant strength, plus a few improvements needed.
- Scores between 90 and 120 reflect some strength, but a significant number of problem areas as well.
- Scores below 90 call for a serious effort to improve in several categories. Make a special effort to grow in any area where you scored 6 or less, regardless of your total score.