

Leadership Self-Assessments



Self Assessment

Part 1: Recognize Your Leadership Communication “Assets”

List ten of *your* personal assets that help you communicate. Consider your physical appearance, energy, rate of speech, pitch and tone of voice, animation and gestures, expressiveness of eyes, posture, genuine interest in others, passion for your work, ability to articulate complex content so it can be heard, storytelling prowess....

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.
- 8.
- 9.
- 10.

Part 2: Leader (Strategist) Qualities

Qualities	Low									High
Confident	1	2	3	4	5	6	7	8	9	10
Dynamic, adaptable energy	1	2	3	4	5	6	7	8	9	10
Fearless speech	1	2	3	4	5	6	7	8	9	10
Fearless speech others can hear.	1	2	3	4	5	6	7	8	9	10
Listen, explore	1	2	3	4	5	6	7	8	9	10
Connect the dots, synthesize	1	2	3	4	5	6	7	8	9	10
Frame the issue; cut through the clutter	1	2	3	4	5	6	7	8	9	10
Expert -- Knowledge depth and breadth	1	2	3	4	5	6	7	8	9	10
Empathetic	1	2	3	4	5	6	7	8	9	10

Part 3: As Others See You

Imagine a video-camera capturing your every (big and small) move: how you sit in meetings, how you respond to pressure, how you work with clients, how you speak to (or about) your managers, how you meet deadlines....



Part 4: Emotional Intelligence

“We must not cease from exploration. And the end of all our exploring will be to arrive where we began and know the place for the first time.”

T.S. Eliot

	What I See	What I Do
PERSONAL COMPETENCE	<p>Self-Awareness</p> <p>Your ability to accurately perceive your emotions and stay aware of them as they happen. This includes keeping on top of how you tend to respond to specific situations and certain people.</p>	<p>Self-Management</p> <p>Your ability to use awareness of your emotions to stay flexible and positively direct your behavior. This means managing your emotional responses to all situations and people.</p>
SOCIAL COMPETENCE	<p>Social Awareness</p> <p>Your ability to accurately pick up on emotions in other people and get what is really going on. This often means understanding what other people are thinking and feeling, even if you don't feel the same way.</p>	<p>Relationship Management</p> <p>Your ability to use awareness of your emotions and the emotions of others to manage interactions successfully. Letting emotional awareness guide clear communication and effective handling of conflict.</p>

Source: Emotional Intelligence Appraisal, TalentSmart Inc. 2005

Examples of what factors into Emotional Intelligence:

Personal Competence

Self-awareness:

- Self confidence
- Awareness of your emotional state
- An understanding of how other people influence your behavior and how your behavior impacts others

Self-Management:

- How you handle stress and frustration
- Knowing when to speak up and when to stand back
- Flexibility to change and make the most of all circumstances.

Social Competence

Social Awareness:

- Picking up on the mood in the room
- Caring what others are going through
- Hearing what the other person is “really” saying

Relationship management:

- Clearly expressing ideas and information
- Getting along well with others and handling conflict effectively
- Using awareness of other people’s experience to manage interactions successfully

Source: TalentSmart, 6