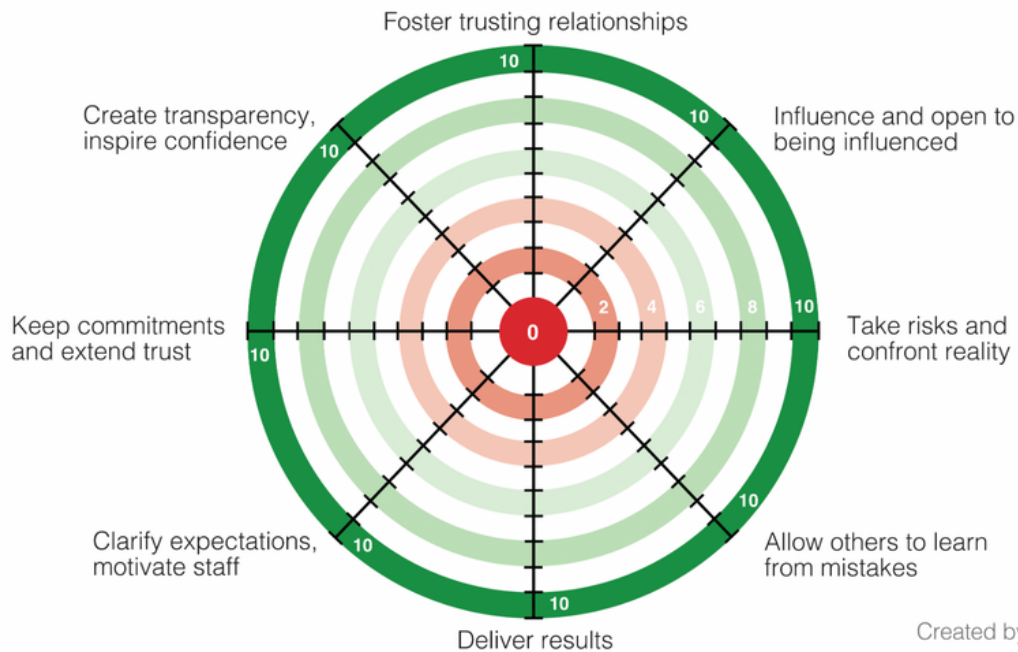


Leadership Self-assessment Worksheet

The Leader's Wheel defines eight leadership abilities which you'll rank yourself from 0 to 10 (0 being terrible and 10 being outstanding). By assessing your ability for each ability, you can identify areas to focus your energy on to achieve better results.



Foster trusting relationships

1. Rank yourself from 0-10 (0 being terrible and 10 being outstanding) on how well you foster trusting relationships:

2. What steps will you take to improve your ability to foster trusting relationships?
E.g. taking time to engage with the team regularly, taking a genuine interest in the wellbeing and interests of the team, offering to help without being asked, scheduling regular coffee dates or lunches with the team, celebrating wins at team meetings, etc.

Influence and open to being influenced

1. Rank yourself from 0-10 on how well you take risks and confront reality:

2. What steps will you take to improve your ability to influence and be open to being influenced?

E.g. listen to understand instead of listening to reply, be curious and open to other people's suggestions, look for win-wins for the team and the business, share the benefits that accrue to the team of a particular course of action, ask for opinions and feedback (and act on it), share new learnings with the team, etc.

Take risks and confront reality

1. Rank yourself from 0-10 on how well you take risks and confront reality:

2. What steps will you take to improve your ability to take risks and confront reality?

E.g. be more vulnerable, admit mistakes and recognise them as an opportunity for learning, look for opportunities arising from difficult times in the business, dedicate time to reflect, plan and work on the business instead of making quick decisions in crisis mode, etc.

Allow others to learn from mistakes

1. Rank yourself from 0-10 on how well you allow others to learn from mistakes:

2. What steps will you take to improve your ability to allow others to learn from mistakes?

E.g. recognise delegation / growth opportunities, create an environment where it's okay to make a mistake (they're our greatest source of learning), increase the level of support provided for team members, stay above the line and foster an environment where everyone takes ownership, responsibility and accountability for their actions, provide and accept constructive feedback, etc.

Deliver results

1. Rank yourself from 0-10 on how well you deliver results:

2. What steps will you take to improve your ability to deliver results?

E.g. set realistic goals and actions personally, for the business, and for the team, establish regular meeting rhythms where we inspect what we expect, recognise the value in employing people that are smarter than yourself and enabling them to play to their strengths, etc.

Clarify expectations and motivate your team

1. Rank yourself from 0-10 on how well you clarify expectations and motivate your team:

2. What steps will you take to improve your ability to clarify expectations and motivate your team?

E.g. create an annual plan and report against it monthly, complete performance review and goal setting for each team member at least 6-monthly, ask the team for improvement suggestions and what support they need in weekly meetings, enable the team to work on tasks that engage them, play to their strengths and allow them to develop their skills, etc.

Keep commitments and extend trust

1. Rank yourself from 0-10 on how well you keep commitments and extend trust:

2. What steps will you take to improve your ability to keep commitments and extend trust?

E.g. lock in regular meeting rhythms and stick to them, complete a weekly team member report (it's not just for them to do), walk the talk - practice what you teach, avoid rescheduling meetings where possible, respond to emails promptly, being available (having an open door policy), etc.

Create transparency, inspire confidence

1. Rank yourself from 0-10 on how well you create transparency and inspire confidence:

2. What steps will you take to improve your ability to create transparency and inspire confidence?

E.g. document your Core Values with the team, create the 'definition of a great day's work' for each team member with customised KPIs, make Core Values, purpose and vision highly visible in the organisation, live into your Core Values and share examples of the team living into them, regularly recognise strengths and good work, etc.

Support and accountability

What support or accountability do you need to improve your leadership skills?

Review your lowest three scores and rank them in order of the abilities you'll concentrate on first.

Who will hold you accountable to improve your leadership skills and how?

2. What steps will you take to improve your ability to keep commitments and extend trust?

E.g. lock in regular meeting rhythms and stick to them, complete a weekly team member report (it's not just for them to do), walk the talk - practice what you teach, avoid rescheduling meetings where possible, respond to emails promptly, being available (having an open door policy), etc.