

Leadership Personal Assessment

We invite you to use the questions below for self-assessment and/or discussions with your team. These questions are excerpted from an exercise used in CHCM's Leading an Empowered Organization workshops.

Vision and Expectations

- My purpose and vision are clear to those I lead. I articulate expectations that are clear and consistent so that people know what is acceptable.
- I understand that each person's way of being and work situation is unique to them; I do not superimpose my way as the only way.
- I ask others what they need in order to be successful in their work.
- I ask for what I need from my immediate supervisor in order to attain the knowledge and skills for my role.

Responsibility, Authority and Accountability

- If I am unclear about my responsibilities or my level of authority for decision-making in any situation, I proactively ask for clarification.
- As I assign responsibilities to others I make sure they have a clear understanding of what is expected and the appropriate level of authority to be successful.
- I follow up at regular intervals with those to whom I've given responsibilities to monitor progress and evaluate the need for assistance.
- I establish systems and mechanisms to promote accountability in the work area.

Building Relationships

- I follow through on my commitments.
- I respect and value all people for their contributions and their unique capabilities.
- I seek to understand the other person's perspective/experience.
- I give up control as needed so that others have the authority they need to fulfill their responsibilities.
- I promote and model healthy and productive interactions with others.
- I address emotionally difficult and conflictual situations directly, promptly and honestly.

Developing Capability

- I encourage others to seek opportunities for self-development and growth.
- I encourage new and creative ideas and welcome alternative points of view.
- My words and actions demonstrate that mistakes are opportunities not for shame or guilt but for forgiveness and growth.
- I am accessible and respond promptly and consistently to requests.

Leading Change

- I help others to see ways to accomplish positive change; I model the way.
- I listen with an open mind; I suspend judgment. I can see the possibilities in most situations.
- I am proactive and take responsibility for getting things done.
- I do whatever it takes to resolve problems quickly and effectively; I am willing to go the extra mile.