

Flexible Work Solutions Leadership Self-Assessment

Think about your behaviors and honestly assess how frequently you exhibit the sentiments or actions in each item. You don't have to be exact. Just give it your best guess.

FWS Leadership Self-Assessment			
	Rarely	Sometimes	Most of the Time
<i>Self-insight and self-development</i> 1. I have a strong sense of who I am. 2. I know my strengths and weaknesses. 3. I am in touch with what I am feeling at any given moment and why I feel that way. 4. I strive to learn, grow, and develop new skills. 5. I am committed to a lifetime of learning. 6. I seek feedback from others.			
<i>Resilience</i> 1. I take risks to expand my horizons. 2. I am willing to fail to learn. 3. I have a "can do" attitude. 4. I have a network of people who support me when I need it. 5. I have a positive outlook on life. 6. I have the self-discipline to control myself.			<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
<i>Courage and decision making</i> 1. I like to take on leadership roles. 2. I am not afraid to make tough decisions. 3. I can make good quality decisions quickly. 4. When I make decisions, I am grounded in purpose and values. 5. I have the courage to act on my convictions. 6. I take the initiative to get things done without being told to.	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
<i>Business and analytical thinking</i> 1. I am able to understand the complexity of the tasks my teams are completing. 2. I learn new information quickly. 3. I have the ability to think both strategically and tactically and focus on what is necessary at the time. 4. I have a high level of business acumen—a clear grasp of finance, marketing, operations, risk management, and other business concepts.	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>

<i>Creativity and adaptability</i>			
1. I am curious; I ask questions before jumping to solutions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. I generate positive change in the organization.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. I am aware of what is going on around me.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. I adapt easily to a rapidly changing environment.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. I willingly let go of control.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. I genuinely appreciate diversity in all its forms.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Planning and execution</i>			
1. I am organized; I know where information is and who has it.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. I have a clear set of priorities and know what needs to be done and when.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. I delegate work that can be done by others.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. My teams and I have structured ways of making decisions and completing work.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. I hold others accountable for completing tasks.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. I push myself and others to achieve outstanding results.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Integrity</i>			
1. I do what is right, even if it is not easy.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. I am clear about what my personal values are.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. I take on the organization's values as my own.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. People respect and trust me.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. My actions are consistent with my beliefs.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. I am accountable for my actions and mistakes.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Wisdom</i>			
1. I seek the knowledge and experience of others.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. I am humble; I don't expect to know the most.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. I learn from life's experiences—both successes and failures.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. I show appreciation and gratitude.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. I easily recognize the connected nature of things.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. I readily admit when I make mistakes.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Connection with others</i>			
1. I work well with others and rarely get into conflicts.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. I have strong people skills.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. I am open to new and different people and situations.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. People tell me I'm a good listener.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. I am aware of what others are thinking and feeling.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. I have solid relationships with people I work with.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Influencing</i>			
1. People listen to what I have to say and notice when I'm not there.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. I communicate well both verbally and in writing.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. I advocate for myself to get what I want.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. I am good at getting people to agree with me.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

5. I communicate well both verbally and in writing.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. I have strategic alliances with people I can rely on.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Building teams and developing others</i>			
1. I identify talent and bring the right mix of people on board.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. I do not hesitate to manage low performers.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. I create an environment where people learn and develop their skills.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. I give thoughtful, constructive feedback to others.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. I ask for feedback from my team members.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. I strive to bring in and appreciate diversity of thought and experiences in my teams.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Once you have completed the self-assessment, go back through it and identify 3-5 strengths. Prioritize your strengths by how important they are to the work you do. For example, if you have a strength of communicating in writing, but most of your communications are oral, it would not be a high priority. If building teams is a strength and you work in a rapidly growing organization, it might be a high priority for you.

Next, identify 3-5 areas you would like to develop. Then prioritize the areas you would like to develop by how important they are and how much energy you have to work on them. For example, if you are not well organized but have an executive assistant to keep you organized, developing your organizational skills may not be a high priority. On the other hand, if you are not building relationships with people at work, this could be a high priority because it would help you in many ways.

If you would like some suggestions on how to start developing your leadership capabilities, schedule a free consultation with Joanie. She can point you to programs that we have as well as other resources that you may find helpful.

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