

BLUE OCEAN Coaching Co. "A Sea of Possibility"

LEADERSHIP ASSESSMENT

Consider your leadership skills. Complete the Leadership Assessment below to see how you rate.
SCORING: Score each item with a number between 1 and 4 as follows:

1= Rarely/Never 2= Sometimes 3= Most Times 4= Always

Attributes

- Am I customer focused?
- Am I a priority setter?
- Am I courageous?
- Am I a critical and creative thinker?
- How is my tolerance for ambiguity?
- Am I positive attitude towards change?
- Am I committed to innovations that are best for the business?
- **Total score: /28**

Skills.

- Do I debate, clarify, and enunciate my values and beliefs?
- Do I encourage peers/staff to do the same?
- Can I fuel, inspire, and guard the shared vision?
- Can I communicate the strategic plan at all levels?
- Do I recognize the problems inherent to the planning process?
- Do I ask the big picture questions and "what if"?
- Can I support the staff through the change process?
- Do I encourage dreaming and thinking the unthinkable?
- Do I engage in goal setting and regular review?
- Can I develop and implement action plans?
- Do I practice and plan conscious abandonment?
- Do I transfer the strategic planning process to planning and implementing?
- **Total Score /48**

Knowledge

- Do I know the strategic planning process, short and long term planning tools?
- Do I know my company mission, vision and beliefs?
- Do I know the relationship of the budget to my planning?
- Do I know the best practices and latest developments in my industry?
- Do I know the process of change and paradigm shifts?
- Do I use the strategies to involve and communicate with my peers/staff?
- **Total Score /24**

Combined Score____/100

100% - You're perfect and probably need to have your staff fill this out for you!
90-99% Awesome. You should work to teach your amazing skill to others
80-89% Very Good. A True Leader
70-79% Good- You possess many leadership qualities and are on your way.
Below 70% You may need a coach to help you discover your inner leader!