

Leadership Self-Evaluation (449 words)

So how much of a leader are you?

Look at each of leadership characteristics listed below and think about yourself and where your own attitudes and behaviour fall on the five-part scale shown. Circle the score that best indicates your level of development. Then total the scores and compare your score with the comments at the bottom of the page.

Self-evaluation requires complete honesty with yourself. The only right answers are honest answers. It's hard for most people to be objective about themselves so you might want to try a little trick. Imagine you see yourself through the eyes of a trusted friend or associate. Score yourself the way he or she would score you. Remember, you're looking for information to guide your own self-improvement. The more objective you can be, the more successful will be your efforts to improve.

The Business Builder™ Leadership Tool

Characteristic	Major Strength	True Most of the Time	Average	Needs Attention	Major Weakness
1. Vision and ability to dream	5	4	3	2	1
2. Thinking systematically	5	4	3	2	1
3. Honesty	5	4	3	2	1
4. Strength	5	4	3	2	1
5. Fairness and reasonableness	5	4	3	2	1
6. Thoroughness and persistence	5	4	3	2	1
7. Willingness to listen	5	4	3	2	1
8. Calmness	5	4	3	2	1
9. Predictability	5	4	3	2	1
10. Protectiveness	5	4	3	2	1
11. Patience	5	4	3	2	1
12. Compassion	5	4	3	2	1
13. Commitment to improving	5	4	3	2	1
14. Desire for learning	5	4	3	2	1
15. Resiliency	5	4	3	2	1
16. Loyalty	5	4	3	2	1
17. Lack of cynicism	5	4	3	2	1

Your Total Score	Score Range	
	<input type="checkbox"/> 76 to 85	Outstanding! You are a great leader.
	<input type="checkbox"/> 59 to 75	Very good. You're well on your way.
	<input type="checkbox"/> 42 to 58	So-so. You have a lot to work with, but also a lot to work on.
	<input type="checkbox"/> 25 to 41	You have major development work ahead. But it will be fun!
	<input type="checkbox"/> 17 to 24	Don't be discouraged. Think of the opportunity for leadership growth!

Now that you have performed your self-evaluation, what do you think others would say about you? Why not have them complete the evaluation on you. Compare their evaluation to your own. What differences are there? Why? What did you think you were strong in but they didn't? What did they think you are strong in but you rated yourself lower?

Having their feedback could be the start of a special process in your business – mastering the art of 360 degree feedback.

Steve Burns, C.A., C.M.C., C.F.P. owns and operates Steve Burns Consulting, a full service consulting firm based in Kelowna, BC. He is a member of the Board of Directors of the Economic Development Commission of the Central Okanagan, the Okanagan High Technology Council and the Okanagan Centre for Manufacturing Excellence. Call him at 763-5021 or email him at steve@steveburnsconsulting.com if you have any questions or comments.