

## Leadership Self-Assessment

### Instructions:

The assessment is composed of four areas that deal with personal, interpersonal, group/ organizational, and community leadership development. There is a set of 20 statements that reflects various attributes and skills for each of the four areas.

Please read each statement carefully, then rate yourself in terms of the degree to which you think you possess the attribute or perform the leadership skill. This is not a test. There is no right or wrong answer. Please respond to every statement. Do not answer in terms of how you would like to see yourself, what you should be doing, or how you think others view you. Instead, be realistic and honest with yourself.

The assessment provides three choices:

- Do not do well
- Do somewhat well
- Do well

After you have completed a page, go back and place a check beside the skills you want to develop. Consider especially the skills you do not do well and what you might do to improve them. This is where you are likely to grow the most.  
*Think about stretching yourself 10 percent.*

Remember, this assessment is for your benefit in thinking about the leadership goals you want to establish for the Leadership Development Certificate Program. In order to complete your Personal Development Plan, please discuss the attributes and skills that you would like to develop in each of the four areas.

## Leadership Self-Assessment Part 1 of 4

	Personal Leadership Development	Do Not Do Well	Do Somewhat Well	Do Well	Want to Develop
	<b>Understands Leadership</b>				
1.	I am aware of my leadership strengths and weaknesses.				
2.	I take initiative on projects.				
3.	I build relationships with others in order to reach a mutual goal.				
4.	I understand the underlying concepts of leadership.				
5.	I adapt my leadership style to different situations.				
6.	I have a personal philosophy of leadership.				
	<b>Is Self Aware</b>				
7.	I am aware of my attitudes, values, biases, and prejudices.				
8.	I engage in activities that build or improve my leadership abilities.				
9.	I pay attention to how my language and behavior may be perceived by others.				
10.	I am able to exert self-discipline and control over my behavior.				
11.	I know my personal power to make a difference in my life and others.				
	<b>Practices Ethical Behavior</b>				
12.	I understand the ethical responsibilities that come with leadership.				
13.	I follow through on commitments I make.				
14.	I am trustworthy.				
15.	I act in accordance with my words, e.g., "walk the talk."				
16.	I lead by setting a positive example for others.				
	<b>Sustains Leadership</b>				
17.	I am a life-long learner.				
18.	I reflect on situations and learn from them.				
19.	I am resilient. When things don't work out, I learn from it and bounce back.				
20.	I provide opportunities for others to be leaders.				

## Leadership Self-Assessment Part 2 of 4

	Interpersonal Leadership Development	Do Not Do Well	Do Somewhat Well	Do Well	Want to Develop
	<b>Values Diversity</b>				
1.	I value that each person is different.				
2.	I treat each person with respect.				
3.	I work effectively with others who are different from me.				
4.	I reach out to include other people.				
	<b>Enhances Communication Skills</b>				
5.	I listen carefully to understand what another person is saying.				
6.	To avoid misunderstanding, I ask questions to clarify what the other person is saying.				
7.	I say what I mean and mean what I say.				
8.	When I speak, my message is clear.				
9.	I can express a view that differs from that of others in effective ways.				
10.	To get different perspectives, I ask for input from a wide range of people.				
11.	I establish rapport with people.				
12.	I influence others through what I say and how I say it.				
13.	I seek feedback from others, even if it might be negative.				
14.	If my work affects others, I keep them informed about what I'm doing.				
15.	I work at building a network of resource people.				
16.	I initiate relationships with others.				
	<b>Manages Conflict</b>				
17.	I work to solve problems, not blame others, when we hit a stone wall.				
18.	I am able to give constructive negative feedback to others when needed.				
19.	I initiate successful resolution of conflict with others.				
20.	I can manage conflict to create positive change.				

## Leadership Self-Assessment

### Part 3 of 4

	Group and Organizational Leadership Development	Do Not Do Well	Do Somewhat Well	Do Well	Want to Develop
	<b>Develops Teams</b>				
1.	I value the contribution each person makes to a team.				
2.	I help a group identify a common goal.				
3.	When working in a team situation, I help the group keep its focus.				
4.	I help ensure that everyone is kept informed and information is shared freely.				
5.	When I'm responsible for a task or project, I follow through in a timely way.				
6.	I work well with others on a team.				
7.	I help the team determine how it will work together as a team.				
	<b>Leads Change</b>				
8.	I take on new challenges in a group or organization.				
9.	I initiate new projects with a group/organization.				
10.	I see opportunities in challenges faced by a group/organization and help them move forward.				
11.	I help groups/organization develop a vision for its future.				
12.	I initiate strategic planning processes with groups/organizations.				
	<b>Manages Projects</b>				
13.	I understand the difference between the functions of leadership and management.				
14.	I understand the dynamics of groups and adjust my leadership style accordingly.				
15.	I help groups make decisions through consensus.				
16.	I match the various skills and interests of people to the tasks.				
17.	I help groups set priorities and develop a plan of action.				
18.	I help groups find resources to implement their plan of action.				
19.	I ensure that everyone is kept informed and involved in group projects.				
20.	I recognize individuals for their contributions.				

## Leadership Self-Assessment Part 4 of 4

	Community Leadership Development	Do Not Do Well	Do Somewhat Well	Do Well	Want to Develop
	<b>Practices Citizenship</b>				
1.	I vote in elections.				
2.	I stay current with issues at the local, state, national, and world level.				
3.	I get involved in my community because I know that in a democracy I must do my part.				
4.	I respect that others will have views and values different from mine.				
	<b>Understands Community</b>				
5.	I understand the diversity and complexity of communities.				
6.	I try to make a difference in my community.				
7.	I understand the role of government and public policy making.				
8.	I understand the role of non-profit organizations.				
9.	I understand who decision makers are in the community and how public decisions are made.				
10.	I understand the important role played by the news media in a democracy.				
11.	I participate in public meetings when important issues are being discussed.				
12.	I understand the importance of building partnerships in a community to get things done.				
13.	I understand social injustice, prejudices and biases in our society and work to eliminate them.				
	<b>Commits to Serving Others</b>				
14.	I try to make a difference for causes that are greater than my own needs.				
15.	I volunteer to serve others in the community.				
16.	I engage with culturally different groups in the community.				
17.	I reflect on my community service to learn more about myself.				
18.	I help people in a community organize to undertake a worthwhile project.				
19.	I help people who do not have a voice at the policy table develop a way to be heard.				
20.	I help bring information or other resources to a community project.				

## **How Do I Use the Leadership Self-Assessment?**

The purpose of this self-assessment tool is to help you think about the many skills and attributes of leadership, the ones you already possess and the ones you would like to develop. There is no way that any one person can master all of these, even in a lifetime. For the purposes of the Leadership Development Certificate Program, this instrument is intended to help you assess your strengths and weaknesses, why you think you are strong or weak in these attributes, and ways in which you wish to develop. From this assessment, you should be able to develop your goals for your Personal Development Plan.

First, go through the assessment and think about the attributes and skills in regards to how well you perform them. Second, go through the assessment and consider which attributes and skills you would like to grow or develop over the next three semesters. Although it is expected that you will develop to some extent in all the skills and attributes, it is important to focus your attention on four specific skills, one in each leadership area, and develop an intentional plan on how you intend to grow or develop them.

This instrument was developed for the College of Agriculture Leadership Development Certificate Program  
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