

A leadership diagnostic activity

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Read the following statements describing specific leadership competences.

Tick or cross each statement - tick = true of you, cross = not.

Tick/cross

1. I am clear about my goal, purpose and objectives as a leader.
2. I know how to bring out the best in people.
3. I can create and communicate a genuine vision that sets direction.
4. I accept responsibility for my actions and don't seek people to blame if things go wrong.
5. I know true understanding comes from reflecting on my experience – I find time for this...
6. I can focus my time on the few critical tasks that need to be done by me and not others.
7. I have developed a support network for myself
8. I am robust enough to take constructive criticism and advice and change as needed.
9. I have a clear ethical code and as a leader I have views on what is right.
10. I understand my moods, emotions, and motivations, and the effect of these on others.
11. I am passionate about leading the way.
12. I am prepared to take calculated risks, and move out of comfort zone.
13. I know what we do well, what we need to do better, and the priorities.
14. I am ready for setbacks and challenges – I am in this for the long haul.
15. I am prepared to confront and if necessary, remove obstacles – including people.
16. I know the extent and limitations of my own power and authority.
17. I know I am not indispensable, and I keep my ego in check.
18. I can select the right team around me and let them get on with what they do better than me.
19. I am keen to learn more about leadership and how to improve my skills.
20. I make myself available, and recognise the need people have for information on progress.
21. I really understand that 'people will support what they help to create'.
22. I model the behaviour I expect in others.

23. I support, encourage and praise much more than I criticise and complain.
24. I am pragmatic – I know the value of incremental steps over unsustainable leaps.
25. I can articulate the new ways forward concisely, consistently, and with clarity.
26. I recognise the need to retain what is 'good' and that works, I don't devalue what works.
27. I know the capabilities of myself and my team, and push us to achieve all we can.
28. I make connections with other leaders in different organisations and learn from these.
29. I am felt by those I lead to be fair, and to have integrity.
30. I negotiate and listen more than I oppose and dictate.
31. I can create an environment where people feel genuinely positive and empowered.
32. I feel that time spent reflecting and planning is not dead or unproductive time.
33. I know the power of feelings – I can use emotions, mine and others, positively.
34. I can create a learning culture, where people want to develop and grow.
35. I don't lose sight of customer issues, and do all I can to meet and exceed expectations.
36. I can show self control and appear under control even when this is a real struggle.
37. I am respectful, treating everyone as an important, individual person.
38. I am forgiving, I don't hold grudges.
39. I can deal with complexity, chaos, ambiguity and uncertainty.
40. I have a sensible work/life balance, I know the importance of not being 100% work focused.
41. I welcome diversity of opinion, and challenges to my views.
42. I am politically sensitive and aware, I'm not naïve about what is happening organisationally.
43. I encourage a climate of truth and openness.
44. I work hard and focus well, and delegate without showing an inappropriate interest in tasks.
45. I know the more things change that some will dislike me or worse - I can handle that.
46. I know that creating real change is a process not a pronouncement.
47. I ask more questions than I give answers.
48. I can generate and encourage creative ideas and solutions to complex issues.
49. I enjoy the role of leader.
50. I know when I need to move on and away, and I am not precious about my legacy.