



## Consulting Collaborative Leadership “Best Practices” Self-Evaluation

Leaders are individuals who facilitate the performance of a group of people toward a common or shared goal. The word “leader” is often used interchangeably with the word “manager” to describe those individuals in an organization who have positions of formal authority. But just because a manager is supposed to be a formal leader in an organization doesn't mean that he or she exercises leadership. There is a big difference between managers and leaders. This one page self-evaluation checklist will determine if you have the leadership traits that are essential for success. It is based upon “Best Practices”.

Check only what leadership traits are fully applicable to you and please be 100% candid.

- Optimizes productivity without intimidation.
- The leader represents a role model with a high degree of ethical conduct and trust.
- Demonstrates imaginative leadership and imparts a “vision” for the future.
- Excels in training, leading, coaching and motivating people.
- Communicates effectively to all employees; especially, the values and priorities that drive success.
- In terms of effective communications, is known as an avid listener.
- Balances negatives with positives, not just one or the other.
- Uncompromising in personal “leadership by example”.
- Expects great things from themselves, expects same high caliber performance from others and always sets high personal standards for others to follow.
- Takes responsibility for failure and shares “lessons learned the hard way” showing people the leader is human and helps them learn by example.
- Subtly provides guidance by “planting” ideas in the minds of others to motivate success and gives credit to others even when it is the leader’s idea.
- Very good at influencing and inspiring people so they believe in themselves and believe they can accomplish challenging tasks.
- Treats everyone with respect and dignity.
- Exhibits drive and energy with a bias for urgency, excitement, enjoyment and results.
- The leader makes an obvious contribution to the success of the company.

If only one to seven criteria for success are checked, you need to make significant changes to maximize your leadership abilities and Consulting Collaborative can help in that regard. If eight to eleven are checked you may need to fine tune your leadership style. If you checked twelve or more you understand what it takes to be an effective leader.