

Personal Leadership Assessment Tool

Feedback Rating – Score this person on the following attributes using a 1 – 10 scale based on your observation of his/her behavior where 10 means always does this and 1 means never does this.

SKILL DESCRIPTION	SCORE
Creates The Future	
Personally participates in the development of strategies that change the game.	
Inspires others with a clear vision of the future that focuses on possibilities and not limitations.	
Takes personal responsibility for resolution of the most challenging and highest impact issues.	
Actively learns from and shares with others.	
Is a role model of the Organization's values.	
Creates Organizational Energy	
Sets stretching goals and rallies the Organization to achieve them.	
Has a sense of urgency and encourages the behavior in others.	
Communicates openly and honestly.	
Encourages risk taking and learning.	
Is genuinely enthusiastic about people and the Organization.	
Creates Capability	
Aligns different Functions and Organizations to achieve objectives.	
Works "on" the system and not just "in" the system to achieve results.	
Values diversity in achieving results and does not try to mold everybody to his/her approach.	
Rewards and celebrates success with a willingness to give appropriate credit to others.	
Proactively teaches others how to be effective leaders.	
TOTAL SCORE	
OVERALL AVERAGE (Total Score divided by 15)	

ONE THING FEEDBACK

What is the one thing this person could do to be an even more effective leader? (write your answer in the space below)