



Leading with Heart Leadership & Organizational Self-Assessment



Jeff Kaplan, Ph.D., MBA
Leadingwithheart.com

Self-Assessment

Answer the following statements based on how you see yourself as a leader in your organization. Answer each statement as honestly as possible, rating yourself from 1 to 5, where 1 doesn't describe you at all and a 5 describes you very well.

SCORING KEY:

1	2	3	4	5
Does not describe you at all		Describes you somewhat		Describes you very well

- _____ 1. I ask others across the organization how they are and about their work.
- _____ 2. I appreciate others' thoughts and feelings.
- _____ 3. I have a reputation for being arrogant or a know-it-all.
- _____ 4. I hold others accountable for their performance and/or adherence to the company's values.
- _____ 5. I am able to view problems from various perspectives.
- _____ 6. I ensure that employees have materials and equipment to do their job correctly.
- _____ 7. I'm able to admit when I am wrong and seek to improve.
- _____ 8. I understand others by putting myself into their shoes.
- _____ 9. I show good judgment in decision-making.
- _____ 10. I try to understand others better by imagining how things look from their perspective.
- _____ 11. I do not regularly seek out employees' opinions.
- _____ 12. I consider the impact on others when making decisions.

- _____ 13. I try to look at everybody's side of a disagreement before making a decision.
- _____ 14. I am thoughtful with my speech and actions.
- _____ 15. I understand the competitive landscape.
- _____ 16. I often begin presentations by stating its importance and/or connection to the bigger picture.
- _____ 17. I regularly speak with employees at various levels of the organization.
- _____ 18. I am consistently friendly, warm, and thoughtful in relationships with others.
- _____ 19. I encourage the development of others.
- _____ 20. I speak and/or act as if I am the center of the universe.
- _____ 21. I regularly refer to the company's mission, priorities, and/or values.
- _____ 22. I put the needs of the organization and employees above my own.
- _____ 23. I periodically reach out to customers or review customer satisfaction survey results.
- _____ 24. Others would describe me as having a big heart.
- _____ 25. I am aware of recent industry trends.
- _____ 26. I am primarily motivated by the impact the work can have on customers.
- _____ 27. I assign tasks without fully appreciating what it will take and/or the impact on others or the organization.
- _____ 28. I use lots of I's in emails and when speaking with others.
- _____ 29. I understand and appreciate the work of others' across the organization.
- _____ 30. I share control and recognition on projects.