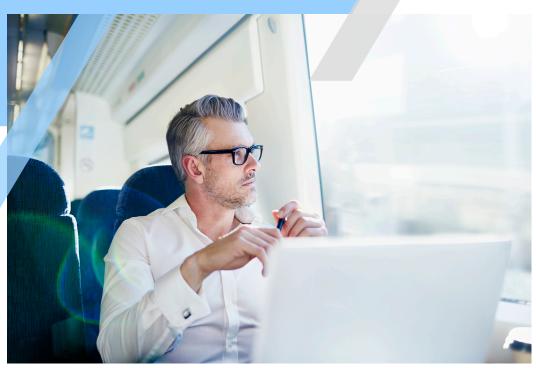


Leading with Heart Leadership & Organizational Self-Assessment



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 | u | Describes you somewhat | | Describes you very well |
| 1. | I ask others across the or | ganization how the | ey are and about the | eir work. |
| <u> </u> | I appreciate others' thou | ghts and feelings. | | |
| 3. | I have a reputation for be | eing arrogant or a k | now-it-all. | |
| 4. | I hold others accountable | e for their performa | ance and/or adhere | ence to the |
| | company's values. | | | |
| 5. | I am able to view probler | ms from various pe | rspectives. | |
| 6. | I ensure that employees | have materials and | equipment to do t | heir job |
| | correctly. | | | |
| <u>7</u> . | I'm able to admit when I | am wrong and see | k to improve. | |
| 8. | I understand others by p | utting myself into t | heir shoes. | |
| 9. | I show good judgment in | decision-making. | | |
| 10. | I try to understand other | s better by imagini | ng how things look | from their |
| | perspective. | | | |
| 11. | I do not regularly seek ou | ıt employees' opin | ions. | |
| <u> </u> | I consider the impact on | others when makir | ng decisions. | |
| | (0.000) | | | |

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| 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. | | |
| <u>1</u> 5. | I understand the competitive landscape. | | |
| <u>1</u> 6. | I often begin presentations by stating its importance and/or connection to | | |
| | the bigger picture. | | |
| <u> </u> | I regularly speak with employees at various levels of the organization. | | |
| <u> </u> | 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. | | |
| <u>2</u> 4. | 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. | | |
| <u>2</u> 9. | I understand and appreciate the work of others' across the organization. | | |
| 30. | I share control and recognition on projects. | | |