Leader Self-Assessment

***Directions*:** For each behaviors below, rate its importance for your current role, then evaluate your current performance in each. Rate yourself on a scale from 1 (least effective) to 5 (most effective).

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| Team Leader Behavior | Importance for your role  1 = Least, 5 = Most | My performance effectiveness  1 = Least, 5 = Most |
| **Communicate direction**  Clearly communicate agency & team vision, strategies and goals. | 1 2 3 4 5 | 1 2 3 4 5 |
| **Create alignment**  Help establish and align agency vision, strategies and goals at the team and individual level. | 1 2 3 4 5 | 1 2 3 4 5 |
| **Be focused**  Focus on the ‘vital few’ (2-3) agency drivers. | 1 2 3 4 5 | 1 2 3 4 5 |
| **Be disciplined**  Use a disciplined approach in managing key decisions. | 1 2 3 4 5 | 1 2 3 4 5 |
| **Be accountable**  Accept personal accountability, trust people and hold them accountable for meeting targets. Delegate authority and responsibility to appropriate levels. | 1 2 3 4 5 | 1 2 3 4 5 |
| **Build and maintain relationships**  Build relationships with each individual team member. | 1 2 3 4 5 | 1 2 3 4 5 |
| **Encourage innovation & risk taking**  Create an environment of innovation that makes the team better. Encourage informed risk taking. | 1 2 3 4 5 | 1 2 3 4 5 |
| **Earn trust**  of agency and team values including safety, integrity, Be a role model honesty, respect for others and ethical behavior. | 1 2 3 4 5 | 1 2 3 4 5 |
| Act decisively  Be decisive and make the tough calls; | 1 2 3 4 5 | 1 2 3 4 5 |
| Take action  Demonstrate a passion for action; deliver results. | 1 2 3 4 5 | 1 2 3 4 5 |
| Be courageous  Challenge the status quo; be open to new ideas; encourage the expression of different views; embrace change. | 1 2 3 4 5 | 1 2 3 4 5 |
| Act frugally  Always act frugally with a lean competitive mindset. When work is added, don’t add resources, but determine what can be eliminated. | 1 2 3 4 5 | 1 2 3 4 5 |
| Build tomorrow’s team  Value diversity; attract and develop great leaders; mentor personal growth. Promote on-going learning – in yourself and others. | 1 2 3 4 5 | 1 2 3 4 5 |