

LEADERSHIP SKILLS – HOW DO YOU RATE?

What makes an effective leader? The answer to this question depends on what makes people want to follow someone else. Many factors influence this including, for example, whether it is the leader of an improvement team or of a department, the urgency of the situation, other factors might be affecting people, and so on.

The statements below represent some of the skills that leaders should possess. This is not intended to be a comprehensive questionnaire but simply a guide as to what might influence people to follow a leader. Take the test yourself, or test your managers and see how they rate.

Each statement lists a skill for a leader. Rate yourself on how much you exhibit this trait – a 5 indicates you always exhibit the trait, a 1 indicates that you never exhibit the trait.

		Never	Some times	Usually	Often	Always
1	The leader is able to articulate a vision of the preferred future position for his or her department	1	2	3	4	5
2	The leader involves staff in the review and planning process for achieving the vision	1	2	3	4	5
3	The leader is considered honest and ethical - people trust the leader	1	2	3	4	5
4	The leader genuinely cares for his or her charges	1	2	3	4	5
5	The leader is a good listener.	1	2	3	4	5
6	The leader is an excellent communicator –someone who regularly and comprehensively informs his or her charges about what they want to know.	1	2	3	4	5
7	The leader edifies his or her charges, their role, their achievements, and the mission of the team.	1	2	3	4	5
8	The leader takes calculated risks when required - he or she assesses the situation and makes his or her own direction.	1	2	3	4	5
9	The leader is decisive and clearly communicate the decision and it context.	1	2	3	4	5
10	The leader measures progress and communicates it to the team.	1	2	3	4	5
11	the leader is personally and physically present with staff when communicating important issues that affect staff.	1	2	3	4	5
12	The leader relates to his or her charges – people feel the leader understands them.	1	2	3	4	5
13	The leader manages the boundary between the group and the environment.	1	2	3	4	5
14	The leader celebrates with his or her people.	1	2	3	4	5
15	The leader ensures that his or her staff know they are the achievers	1	2	3	4	5

TOTAL SCORE: _____

A total score between 45 and 60 indicates average leadership skills and between 60 and 75 indicates good leadership skills. A total score less than 45 or any individual score of 3 or less indicates possible areas for improvement