

Yourself as a Leader Questionnaire

At the start of the programme please complete this Leadership questionnaire

Consider these characteristics and rate yourself against these in terms of how often you feel this characteristic is part of your leadership style:

Characteristic	Not very often	Some of the time	Most of the time
Organised			
Inclusive			
Role model beliefs and values consistent with vision			
Use humour appropriately			
Enthusiastic approach			
Pays attention to detail and is accurate			
Able to motivate others			
Curiosity to explore other perspectives and viewpoints			
Approachable – open door policy			
Ability to make everybody feel that they matter			
Know yourself well and know something about others			
Ability to communicate with everybody in a way that is meaningful to them			
Encourage people to work with strengths			
Have a clear vision			
Help others to understand the direction of travel			
Gives feedback on a regular basis that is meaningful to others			
Have courage and bravery to move out of comfort zone			
Keep assumptions at bay and being open to surprises			

Characteristic	Not very often	Some of the time	Most of the time
Know when to let things go			
Keep people in the loop about things			
Meet deadlines			
Know when it is important for others to take the 'glory'			
Know what is your responsibility and what is not			
Recognise and seek support to cope with the emotional demands of leadership			
Know how to facilitate a group to get the best experience for all			
Perseverance			
Support people to believe they can do it			
Willing to go the extra mile			
Realistic			
Good balance of professional and friendly			
Clarity about boundaries			
Confident			
Humble			
Able to share vulnerabilities			
Able to influence others			
Assertive			
Fresh and open to new ideas			
Not needing to be every bodies friend			
Consistent approach that reflects strong beliefs and values			
Self-aware			
Pragmatic			

Characteristic	Not very often	Some of the time	Most of the time
Creative			
Ability to prioritise			
Able to provide clear justification of why something is done			
Recognizing personal limits and when you need help			
Recognizing and valuing the experience of others			
Able to accept support from others			
Able to trust others to get on with the job			
Honest			
Support people by starting from where they are at, rather than imposing your starting point			
Try to see possibilities rather than joining in the negative talk			
Recognise when it is valuable to invite a 'fresh pair of eyes' to examine the situation			
Being thoughtful and considerate – not necessarily responding immediately to one person's feedback but using this to consider the whole experience for all involved.			
Stand up for things you believe in even if this feels like taking a risk			
Passionate			
Consistent approach			

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