



Leadership Alchemy Self Assessment

In fast paced change environments and disruption, traditional leadership qualities and skills no longer guarantee success. You are the very best investment you can make to grow your ability to succeed not only in business, but all areas of your life. This assessment provides you with key qualities and competencies to identify areas to prioritize for your personal growth:

Overall Goals:

1. What are your personal leadership goals? What are the goals of your organization? What leadership qualities do you wish to emulate? WHY? Understanding your why is very important.

Part One: Leadership Qualities: How change leaders think, feel and act

On a scale of one to ten, ten being high, how do you personally assess yourself on these qualities:

1. Curiosity: 1 to 10 _____

What is your current ability to challenge the status quo? When do you feel safe doing that? Why?

When do you remain quiet? Why?

When do you ask Questions without Expectations? What questions do you ask?

What other aspects of curiosity would you like to develop?

2. Imagination: 1 to 10 _____

How often do you ask "Imagine If"?

What is your personal vision? What do you want to accomplish? Where do you want to go?

What do you want to discover?

3. Perseverance: 1 to 10 _____

What situations inspire you to grit don't quit?



What helps you persevere? What drains you?
How well do you handle frustration? Setbacks?

4. Flexible but Focused: 1 to 10 _____

What helps you to adapt?
How well; do you tolerate ambiguity?

5. Awareness of Emotional State: 1 to 10 _____

How often do you tune into your emotional state and assess where you are?
Are you able to read the room of others and be aware of group emotion?
Are you able to identify obstacles to progress?

6. Calm in the Chaos 1 to 10 _____

How well do you stay calm in midst of confusion or chaos?
How well to you bring clarity to confusion? Build understanding?

7. Compassion: 1 to 10 _____

How well do you see other people's point of view?
How do you alleviate team stress or frustration?
How do you demonstrate humility?

8. Builder Qualities: 1 to 10 _____

How well do you build trust and collaboration?
How well do you build team talent?
How well do you build team momentum?
How well do you build team and project credibility?



9. Navigator Qualities: 1 to 10 _____

How do you implement rhythm? Habits?

How do you implement accountability?

How do you implement followup?

10. Risk Management Qualities: 1 to 10 _____

How do you identify obstacles?

How well do you proactively address problems versus reactively?

How well do you course correct and give feedback?



Part Two: Leadership Competencies: What change leaders do

Is your organization structure more traditional pyramid or more flat and participative?

1. Problem Solving Creatively: 1 to 10 _____

What problem solving stage are you at?

What level is your team member/s at?

How well do you identify root cause?

2. Make Sound Decisions: 1 to 10 _____

Where have you been successful in making decisions?

What were your core strategies?

Where do you want decision making improved?

Are decisions documented thoroughly in your team?

3. Nurture Lasting Relationships: 1 to 10 _____

How do you advocate for your team?

What is your trust level with your team and vice versa?

How do you advocate for your customer?

4. Communicate to Inspire: 1 to 10 _____

How well do you communicate throughout the organization and community?

Where do you see areas for improvement?

Can team members explain a clear and compelling transformation vision and purpose?