

Leadership Self-Assessment

Complete this leadership self-assessment to get a sense about your leadership skills and interest-level. Use what you learn as a starting point to consider if a leadership role is right for you, as well as to get a sense of your current leadership strengths and areas where you may need to improve.

Note: There are no right or wrong answers here – this is a self-assessment, so answer honestly!

For each item, fill in the number that corresponds with the statement that best describes how you feel.

	Strongly Agree 5	Somewhat Agree 4	Neither Agree Nor Disagree 3	Somewhat Disagree 2	Strongly Disagree 1
1. Delegating work to others comes easy to me.					
2. Communicating clearly with others is easy to me.					
3. I enjoy engaging with other people on an interpersonal level.					
4. I am proactive in offering constructive criticism.					
5. I place a high value on treating others fairly.					
6. Seeking advice from others is something I do often.					
7. Change energizes me.					
8. Problem-solving is one of my strengths.					
9. I am comfortable with being a role model.					
10. Working as part of a team energizes me.					
11. I am comfortable coaching and mentoring others.					
12. Directing the work of others is comfortable for me.					
13. I have the ability to set and accomplish goals.					
14. I enjoy implementing new methods and strategies.					
15. I am proactive in providing praise to others.					
16. I am comfortable admitting and correcting my own mistakes.					
17. I have strong conflict management skills.					
18. Diversity and inclusion are important to me.					
19. I enjoy really listening to what others have to say.					
20. When I see problems, I immediately look for possible solutions.					
Grand Total					

Leadership Self-Assessment Results

Scoring Instructions:

1. Total each column.
2. Add the total of each column to calculate your grand total score.
3. What is your final score?

Results

Please note this is a self-assessment based on your own perception of how much you agree with these statements. It is not a true indicator of aptitude, nor does it necessarily reflect how others see you.

What does your score mean?

- 50+: If your grand total score is 50 or above, this indicates you see yourself as having many of the skills and tendencies necessary to succeed in a leadership role. It may also indicate a leadership role (formal or informal) appeals to you.
- 49-: If your grand total score 49 or lower, you do not currently perceive yourself as having strengths in key areas skills and abilities associated with success in a leadership role. This may mean that a leadership role is not particularly appealing to you, or it may simply serve to help you identify areas where improvement may be needed before seeking out a leadership position.

Application

Use this assessment to help you identify your leadership strengths (items with the highest numeric scores) and opportunities for growth (items with the lowest numeric scores). From there, create an action plan.

What are your greatest leadership strengths?

What are your opportunities for growth as a leader?

Action Plan:

How can you capitalize on your strengths?

What can you do to improve in areas where you have opportunities for growth?