

# Leadership Assessment Questionnaire

## Instructions:

- Please rate each statement on a scale from 1 to 5, where 1 represents "Never Demonstrates" and 5 represents "Almost Always Demonstrates."
- Consider typical behavior and actions in their leadership role when responding.
- Be honest and objective in your assessment.

- |                        |                           |                               |
|------------------------|---------------------------|-------------------------------|
| 1. Never Demonstrates  | 3. Sometimes Demonstrates | 5. Almost Always Demonstrates |
| 2. Rarely Demonstrates | 4. Mostly Demonstrates    |                               |

## Leadership Competencies taken for your assessment:

1. Leads by Example	1	2	3	4	5
A. Demonstrates behaviors aligned with organizational values and expectations.	1	2	3	4	5
B. Creates performance-driven initiatives.	1	2	3	4	5
C. Promotes adherence to organizational values.	1	2	3	4	5
D. Identifies and recognizes individuals for consistent, objective performance.	1	2	3	4	5

2. Emotional Intelligence:	1	2	3	4	5
A. Identifying personal and others' emotions.	1	2	3	4	5
B. Demonstrating empathy and understanding others' situations.	1	2	3	4	5
C. Accurately interpreting and interpreting emotions.	1	2	3	4	5
D. Maintaining a positive outlook and motivation to achieve goals.	1	2	3	4	5

3. Building People Capability	1	2	3	4	5
A. Assesses when to step in and out of work situations.	1	2	3	4	5
B. Provides guidance while gradually reducing operational efficiency.	1	2	3	4	5
C. Presents novel opportunities to challenge comfort zones.	1	2	3	4	5
D. Believes in the potential of people for development.	1	2	3	4	5

4. Business Intelligence	1	2	3	4	5
A. Forecasting organizational needs in line with external and internal realities.	1	2	3	4	5
B. Aligning departmental/functional needs with 'Big Picture'.	1	2	3	4	5
C. Developing short- and long-term goals for strategic planning.	1	2	3	4	5
D. Building associations and partnerships for competitive advantage.	1	2	3	4	5

5. Decision Making and Adaptability	1	2	3	4	5
A. Stand firm on decisions and role-model effective decision making.	1	2	3	4	5
B. Consider intended and unintended consequences.	1	2	3	4	5
C. Take timely, quick decisions, even in stressful situations.	1	2	3	4	5
D. Evaluate pros and cons before decision-making.	1	2	3	4	5