

# EXTREME OWNERSHIP ASSESSMENT

## Instructions

This assessment evaluates an individual's leadership style based on the principles of Extreme Ownership, a philosophy popularized by former Navy SEALs Jocko Willink and Leif Babin. It encompasses various aspects of leadership, including taking ownership and responsibility, effective communication, decision-making, leading by example, fostering accountability, and a commitment to continuous improvement. The assessment aims to help individuals assess their strengths and areas for growth in leadership, emphasizing the importance of accountability, clear communication, proactive problem-solving, and a selfless dedication to the team's mission.

Answer the below questions with the 5-point scale and choose the rating you agree with most for each question. Calculate your total score.

5=Strongly Agree  
4=Somewhat Agree  
3=Neutral  
2=Somewhat Disagree  
1=Strongly Disagree

1. I take full responsibility for the outcomes and results of my team, regardless of success or failure.

1 Strongly Disagree

2 Somewhat Disagree

3 Neutral

4 Somewhat Agree

5 Strongly Agree

2. I am always open to feedback and willing to admit mistakes in order to improve and grow as a leader.

1 Strongly Disagree

2 Somewhat Disagree

3 Neutral

4 Somewhat Agree

5 Strongly Agree

3. I am able to detach emotionally from situations in order to make clear, objective decisions.

1 Strongly Disagree

2 Somewhat Disagree

3 Neutral

4 Somewhat Agree

5 Strongly Agree

4. I lead by example, demonstrating the behavior and work ethic I expect from my team.

1 Strongly Disagree

2 Somewhat Disagree

3 Neutral

4 Somewhat Agree

5 Strongly Agree

5. I communicate clearly and effectively with my team, ensuring everyone understands the mission and their role in achieving it.

1 Strongly Disagree

2 Somewhat Disagree

3 Neutral

4 Somewhat Agree

5 Strongly Agree

6. I foster a culture of accountability within my team, where individuals hold themselves and each other responsible for their actions and decisions.

1 Strongly Disagree

2 Somewhat Disagree

3 Neutral

4 Somewhat Agree

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7. I prioritize the mission and goals of the team above personal interests or ego.

1 Strongly Disagree

2 Somewhat Disagree

3 Neutral

4 Somewhat Agree

5 Strongly Agree

8. I consistently seek to improve my leadership skills and knowledge, seeking out opportunities for growth and development.

1 Strongly Disagree

2 Somewhat Disagree

3 Neutral

4 Somewhat Agree

5 Strongly Agree

9. I am proactive in identifying problems and obstacles and taking action to address them.

1 Strongly Disagree

2 Somewhat Disagree

3 Neutral

4 Somewhat Agree

5 Strongly Agree

10. I always empower my team members to make decisions and take ownership of their tasks and responsibilities.

1 Strongly Disagree

2 Somewhat Disagree

3 Neutral

4 Somewhat Agree

5 Strongly Agree

## Answer Key

*Calculate your total score from the questions above and find the corresponding category.*

### **Score: 40-50 Master of the Mission**

You demonstrate exceptional leadership qualities aligned with the principles of Extreme Ownership. This means you are likely to take full responsibility for the outcomes and results of their team, regardless of success or failure. You don't make excuses but rather focus on finding solutions and learning from mistakes. You also prioritize the mission and goals of the team above personal interests or ego, fostering a culture of selflessness and dedication to the collective success. Continue to be open to feedback and admit mistakes, showing humility and a commitment to continuous improvement. Continuous improvement ensures that you stay adaptive and responsive to the evolving needs of your team and organization. By striving to enhance your leadership abilities, you can inspire greater trust, loyalty, and performance from your team members, ultimately driving towards even greater success and impact.

### **Score: 25-39 Navigator of Growth**

You have mastered some of the Extreme Ownership principles and still have some areas for improvement. As you know, it's crucial to recognize that leadership excellence is a continuous journey of growth and development. It's important to continue improving because leadership effectiveness directly impacts team performance, morale, and overall organizational success. To further elevate your leadership abilities, you can focus on areas such as enhancing communication skills to ensure absolute clarity and alignment within the team, cultivating a deeper sense of accountability by setting clear expectations and regularly reviewing progress, and actively seeking feedback from team members to identify blind spots and areas for improvement. Additionally, you can work on strengthening your emotional intelligence to better manage your own emotions and empathize with the perspectives of others, fostering a more inclusive and supportive team environment. By committing to ongoing self-reflection, learning, and skill development, you can unlock your full potential as a leader and drive even greater impact and success within your team and organization.

### **Score: Less than 24 Leadership Trailblazer**

Extreme Ownership is not something you have mastered quite yet. While this assessment may have highlighted deficiencies, it's important to view this as an opportunity for growth rather than a reflection of permanent shortcomings. Improvement is crucial because effective leadership is foundational to team performance, morale, and overall organizational success. To begin improving, you can focus on fundamental aspects such as taking ownership of outcomes and results, prioritizing the mission and goals of the team over personal interests, and fostering open communication channels to ensure everyone understands their role and the overarching objectives. Here are some specific examples of places to start for improvement:

- **Improving Communication Skills:**
  - *Develop Clear and Concise Messaging:* Practice articulating ideas and instructions in a clear, concise manner to ensure team members understand expectations and objectives without confusion. Avoid using overly complex language that may be difficult to comprehend.
- **Fostering Accountability:**
  - *Setting Expectations:* Clearly define roles, responsibilities, and performance expectations for each team member. Ensure everyone understands their individual contributions to the team's objectives and the consequences of not meeting expectations.

Additionally, you can work on developing a proactive mindset to identify and address problems promptly, demonstrating accountability by acknowledging mistakes and actively seeking solutions. Building trust and empowering team members to make decisions and take ownership of their responsibilities is also essential for fostering a culture of collaboration and achievement. By committing to continuous learning and self-improvement, you can gradually enhance your leadership skills and positively impact both your team's performance and your own professional growth.

## Answer Key Continued

**This assessment encompasses six key categories: Taking Ownership and Responsibility, Communication and Empowerment, Decision Making and Proactivity, Leading by Example, Accountability and Culture Building, & Continuous Improvement**

**Taking Ownership and Responsibility (Questions 1 & 7):** I take full responsibility for the outcomes and results of my team, regardless of success or failure. I prioritize the mission and goals of the team above personal interests or ego.

**Communication and Empowerment (Questions 2, 5, & 10):** I am always open to feedback and willing to admit mistakes in order to improve and grow as a leader. I always empower my team members to make decisions and take ownership of their tasks and responsibilities. I communicate clearly and effectively with my team, ensuring everyone understands the mission and their role in achieving it.

**Decision Making and Proactivity Questions (3 & 9):** I am able to detach emotionally from situations in order to make clear, objective decisions. I am proactive in identifying problems and obstacles and taking action to address them.

**Leading by Example (Question 4):** I lead by example, demonstrating the behavior and work ethic I expect from my team.

**Accountability and Culture Building (Question 6):** I foster a culture of accountability within my team, where individuals hold themselves and each other responsible for their actions and decisions.

**Continuous Improvement (Question 8):** I consistently seek to improve my leadership skills and knowledge, seeking out opportunities for growth and development.