

AUTHENTIC LEADER ASSESSMENT

Instructions

This assessment addresses the 6 qualities for authentic leadership. After working with 75,000 clients, we have utilized our practical research to craft this comprehensive model needed for today's leader. Excelling in these qualities, coupled in commitment to Behavior change, Organizational culture, and Sphere of Influence (BOS model), allows for well-rounded authentic leadership.

Answer the below questions with the 10-point scale and choose the rating you agree with most for each question. Calculate your total score.

Scale

- | | |
|-----------------|------------------|
| 1. Never | 6. Frequently |
| 2. Rarely | 7. Regularly |
| 3. Occasionally | 8. Consistently |
| 4. Sometimes | 9. Almost Always |
| 5. Often | 10. Always |

1. I always put time and energy into reflecting & learning about myself in order to grow: my strengths, growth areas, triggers, motivations, and values.

Never - Rarely - Occasionally - Sometimes - Often - Frequently - Regularly - Consistently - Almost Always - Always
1 2 3 4 5 6 7 8 9 10

2. I actively seek feedback and input from others and put relevant learnings into practice.

Never - Rarely - Occasionally - Sometimes - Often - Frequently - Regularly - Consistently - Almost Always - Always
1 2 3 4 5 6 7 8 9 10

3. I am a skilled decision maker, clearly focusing on the details & the big picture, and consider the short-term & long-range impact regarding my attitudes, decisions, and behaviors.

Never - Rarely - Occasionally - Sometimes - Often - Frequently - Regularly - Consistently - Almost Always - Always
1 2 3 4 5 6 7 8 9 10

4. I am perpetually curious in a non-judgmental way; I seek to understand all perspectives, ways of being that are different from myself, new knowledge to implement and I support others' learning & growth.

Never - Rarely - Occasionally - Sometimes - Often - Frequently - Regularly - Consistently - Almost Always - Always
1 2 3 4 5 6 7 8 9 10

5. I put more effort and care than most into morale, rapport & teambuilding efforts, recognizing others, and celebrating contribution; I effectively communicate through all channels: face-to-face, video/phone, email, etc.

Never - Rarely - Occasionally - Sometimes - Often - Frequently - Regularly - Consistently - Almost Always - Always
1 2 3 4 5 6 7 8 9 10

6. I have exemplary behavior and engagement in situations that call on advanced people skills like negotiation, giving feedback, strategic listening, difficult conversations, de-escalation and non-defensive communication.

Never - Rarely - Occasionally - Sometimes - Often - Frequently - Regularly - Consistently - Almost Always - Always
1 2 3 4 5 6 7 8 9 10

7. I operate with extreme ownership and accountability, am grateful for my opportunities, and demonstrate that my role is to serve my team and those who depend on me.

Never - Rarely - Occasionally - Sometimes - Often - Frequently - Regularly - Consistently - Almost Always - Always
1 2 3 4 5 6 7 8 9 10

8. Daily, I lead proactively with systems, making sure to follow thought out change-management strategies & create a culture that promotes risk-taking.

Never - Rarely - Occasionally - Sometimes - Often - Frequently - Regularly - Consistently - Almost Always - Always
1 2 3 4 5 6 7 8 9 10

9. I lead with transparency, seek opportunities to share vulnerability stories, apologize easily, and empathize with the challenges others face.

Never	Rarely	Occasionally	Sometimes	Often	Frequently	Regularly	Consistently	Almost Always	Always
1	2	3	4	5	6	7	8	9	10

10. With every decision I make, I am taking action through the lens of justice, equity, diversity, inclusion and do my best to evaluate any bias I may hold.

Never	Rarely	Occasionally	Sometimes	Often	Frequently	Regularly	Consistently	Almost Always	Always
1	2	3	4	5	6	7	8	9	10

11. My moral compass guides my actions even if my ideas are unpopular, I lead with ethics, and I am clear about how to live my values at all times.

Never	Rarely	Occasionally	Sometimes	Often	Frequently	Regularly	Consistently	Almost Always	Always
1	2	3	4	5	6	7	8	9	10

12. I enthusiastically care for my colleagues, assume positive intent, consistently work to build trust and extinguish gossip.

Never	Rarely	Occasionally	Sometimes	Often	Frequently	Regularly	Consistently	Almost Always	Always
1	2	3	4	5	6	7	8	9	10

13. I am proud of who I am and am comfortable telling stories or presenting, as well as influencing others, whether it's in a one-on-one conversation, leading a meeting, or speaking to hundreds of people, and believe that I make a positive impact on the world.

Never	Rarely	Occasionally	Sometimes	Often	Frequently	Regularly	Consistently	Almost Always	Always
1	2	3	4	5	6	7	8	9	10

14. I always pay attention and trust my ability to operate with agility, read the situation & respond appropriately, adapting to lead and follow as necessary, and create or reinvent regularly.

Never	Rarely	Occasionally	Sometimes	Often	Frequently	Regularly	Consistently	Almost Always	Always
1	2	3	4	5	6	7	8	9	10

15. Regardless of what's happening, I operate with resilience, healthy boundaries, tested stress-management behaviors that work for me, create joy and recognize my own thinking traps when they occur.

Never	Rarely	Occasionally	Sometimes	Often	Frequently	Regularly	Consistently	Almost Always	Always
1	2	3	4	5	6	7	8	9	10

16. I operate from a clearly stated mission, weekly, monthly or quarterly priorities, and craft a guiding vision that is understood & valued by my team.

Never	Rarely	Occasionally	Sometimes	Often	Frequently	Regularly	Consistently	Almost Always	Always
1	2	3	4	5	6	7	8	9	10

17. I operate daily with passion, unwavering motivation for the tasks and the "why," and model what true engagement looks like.

Never	Rarely	Occasionally	Sometimes	Often	Frequently	Regularly	Consistently	Almost Always	Always
1	2	3	4	5	6	7	8	9	10

18. I turn vision into action, efficiently accomplish goals, and set needs-based priorities while getting the right work done.

Never	Rarely	Occasionally	Sometimes	Often	Frequently	Regularly	Consistently	Almost Always	Always
1	2	3	4	5	6	7	8	9	10

Answer Key

The Six Essential Leadership Qualities for the Authentic Leader

Heart, Achievement, Social Intelligence, Wisdom, Presence, & Fallibility

Calculate your total score for each area from the questions above and find the corresponding categories.

Heart

(Questions: 10, 11, & 12)

Heart _____ Score

- **JEDI+ (10):** Justice, equity, diversity, inclusion, accessibility including hiring, training, accountability. Identifying unconscious bias and inclusive communication.
- **Values (11):** Identify values for behavior, making ethical decisions, confronting unethical behaviors, creating a values-based team, team guiding principles (aka ground rules), and leadership philosophy.
- **Trust (12):** Strategies for creating a culture of trust, extinguishing gossip & triangulation, heart based business, and forgiveness.

Achievement

(Questions: 16, 17, & 18)

Achievement _____ Score

- **Vision (16):** Knowing what you want, creating a shared vision, and team alignment.
- **Engagement (17):** Building engagement for self and others through values and passion. Identifying motivation with the 5 “whys” including: self-determination model to describe the quality of motivation.
- **Action (18):** Action plans, strategic planning, getting buy-in, goal & priority setting, and clear expectations.

Social Intelligence

(Questions: 4, 5 & 6)

Social Intelligence _____ Score

- **Curiosity (4):** How to coach & teaching how to coach including: validating and paraphrasing, listen, acknowledge, validate, ask open ended questions, and GROW coaching model. Generation & personality differences, and employee development leadership philosophy.
- **Connection (5):** Recognition & celebration, building morale & rapport, and teambuilding. Effective communication including: tone and communication styles, communication assessment, proper use & utilization of communication channels (F2F, phone, video, email, formal document, etc.)
- **Self-Regulation (6):** Negotiation and strategic listening. Courageous conversations & giving corrective feedback including: conflict styles, BEST and non-defensive communication and de-escalation.

Answer Key

Wisdom

(Questions: 1, 2 & 3)

Wisdom _____ Score

- **Self-insight (1):** Regular self-assessment and reflection. Emotional intelligence: identify triggers & emotional reactions.
- **Perspective (2):** 360 Feedback, performance evaluations, gaining wisdom through mentorship, creating a culture of feedback seeking.
- **Judgment (3):** Discernment and decision-making & succession planning

Presence

(Questions: 13, 14, & 15)

Presence _____ Score

- **Confidence (13):** Public speaking and presenting skills, Influence and storytelling, meeting management, courage, believing in oneself, and positive impact & attitude.
- **Fortitude (14):** Innovation & creativity & work reimagined, optimistic & possibility-thinking, leadership agility, and intuition.
- **Wellbeing (15):** ABCDE method to overcome thinking traps, resilience and stress management and joy and self-care, setting boundaries, energy management, and laughter & humor.

Fallibility

(Questions: 7, 8, & 9)

Fallibility _____ Score

- **Humility (7):** Accountability and ownership for self and others, servant leadership, and gratitude.
- **Design thinking (8):** Strategies for rolling out change (utilizing strategy) including stages of change. Creating a “failing forward” culture.
- **Authenticity (9):** Vulnerability in the workplace, empathy in the workplace & giving grace, and honesty & transparent

Reflection

There are 60+ leadership concepts embedded in this assessment. List specific strengths & growth areas below.

My Strengths:

1. _____
2. _____
3. _____
4. _____
5. _____

My Growth Areas:

1. _____
2. _____
3. _____
4. _____

What are my long-term visions for myself and my work? Think big.

What are my 3 current biggest obstacles?
