

# 31 MODERN LEADERSHIP COMPETENCIES ASSESSMENT



Leadership is not just about what you say—it's about how you show up, connect, and inspire others. This assessment explores how presence, storytelling, and key leadership skills can elevate your impact and give you a snapshot of where you are today and where you can grow.

By reflecting on how you inspire others, the stories you share, and the leadership practices you model, you'll uncover both your strengths and your opportunities for development. Think of this not as a test, but as a mirror—helping you see more clearly how you are leading beyond just words.

## Instructions

- Think about your last 6 months. Choose the response that best describes you: 1-5.
- Add up your points for a total score. Check the Answer Key.

1. I understand how my personal experiences and values have shaped my leadership story.

1 Strongly Disagree

2 Somewhat Disagree

3 Neutral

4 Somewhat Agree

5 Strongly Agree

2. I use storytelling as a strategic tool to communicate vision, inspire action, and create meaning.

1 Strongly Disagree

2 Somewhat Disagree

3 Neutral

4 Somewhat Agree

5 Strongly Agree

3. I'm mindful that the words I choose influence trust, morale, and culture within my team.

1 Strongly Disagree

2 Somewhat Disagree

3 Neutral

4 Somewhat Agree

5 Strongly Agree

4. I use my authentic stories to build credibility, strengthen relationships, and lead with vulnerability.

1 Strongly Disagree

2 Somewhat Disagree

3 Neutral

4 Somewhat Agree

5 Strongly Agree

5. I make decisions that clearly align with my personal and organizational values.

1 Strongly Disagree

2 Somewhat Disagree

3 Neutral

4 Somewhat Agree

5 Strongly Agree

6. I guide my team through change by creating clarity, empathy, and commitment toward growth.

1 Strongly Disagree

2 Somewhat Disagree

3 Neutral

4 Somewhat Agree

5 Strongly Agree

7. I plan strategically, prioritize effectively, and execute tasks that lead to measurable results.

1 Strongly Disagree

2 Somewhat Disagree

3 Neutral

4 Somewhat Agree

5 Strongly Agree

8. I adapt to change with a positive mindset and help others to have change resilience.

1 Strongly Disagree

2 Somewhat Disagree

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9. I intentionally cultivate joy, gratitude, and positivity as part of my leadership and team culture.

1 Strongly Disagree

2 Somewhat Disagree

3 Neutral

4 Somewhat Agree

5 Strongly Agree

10. I take time to think ahead, anticipate future trends, and prepare my team for what's next.

1 Strongly Disagree

2 Somewhat Disagree

3 Neutral

4 Somewhat Agree

5 Strongly Agree

11. I can clearly articulate what I stand for as a leader and how that philosophy guides my actions.

1 Strongly Disagree

2 Somewhat Disagree

3 Neutral

4 Somewhat Agree

5 Strongly Agree

12. I build strong, authentic relationships that create belonging and trust among my team members.

1 Strongly Disagree

2 Somewhat Disagree

3 Neutral

4 Somewhat Agree

5 Strongly Agree

13. I help others rise by mentoring, advocating for, and empowering those around me.

1 Strongly Disagree

2 Somewhat Disagree

3 Neutral

4 Somewhat Agree

5 Strongly Agree

14. I actively coach or mentor others, helping them reach their personal and professional goals.

1 Strongly Disagree

2 Somewhat Disagree

3 Neutral

4 Somewhat Agree

5 Strongly Agree

15. I practice strategic communication by sharing messages that are aligned with my team's goals.

1 Strongly Disagree

2 Somewhat Disagree

3 Neutral

4 Somewhat Agree

5 Strongly Agree

16. I listen deeply and without interruption, seeking to understand before responding or deciding.

1 Strongly Disagree

2 Somewhat Disagree

3 Neutral

4 Somewhat Agree

5 Strongly Agree

17. I handle challenging conversations with confidence, respect, and a focus on solutions.

1 Strongly Disagree

2 Somewhat Disagree

3 Neutral

4 Somewhat Agree

5 Strongly Agree

18. I seek feedback, even when uncomfortable, and use it to improve my leadership effectiveness.

1 Strongly Disagree

2 Somewhat Disagree

3 Neutral

4 Somewhat Agree

5 Strongly Agree

19. I encourage creativity, experimentation, and smart risk-taking to foster innovation within my team.

1 Strongly Disagree

2 Somewhat Disagree

3 Neutral

4 Somewhat Agree

5 Strongly Agree

20. I plan ahead for potential obstacles and establish systems to ensure long-term success.

1 Strongly Disagree

2 Somewhat Disagree

3 Neutral

4 Somewhat Agree

5 Strongly Agree

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21. I seek out new experiences that expand my perspective and fuel my curiosity as a leader.

1 Strongly Disagree

2 Somewhat Disagree

3 Neutral

4 Somewhat Agree

5 Strongly Agree

22. I create an environment where collaboration, accountability, and shared goals drive excellence.

1 Strongly Disagree

2 Somewhat Disagree

3 Neutral

4 Somewhat Agree

5 Strongly Agree

23. I design onboarding experiences that reflect our values, and set new hires up for success.

1 Strongly Disagree

2 Somewhat Disagree

3 Neutral

4 Somewhat Agree

5 Strongly Agree

24. I set clear expectations, give regular feedback, and support my team's performance and growth.

1 Strongly Disagree

2 Somewhat Disagree

3 Neutral

4 Somewhat Agree

5 Strongly Agree

25. I manage my stress in healthy ways and model well-being for my team.

1 Strongly Disagree

2 Somewhat Disagree

3 Neutral

4 Somewhat Agree

5 Strongly Agree

26. I protect my time and energy by setting clear boundaries and priorities.

1 Strongly Disagree

2 Somewhat Disagree

3 Neutral

4 Somewhat Agree

5 Strongly Agree

27. I practice mastering time management by focusing on what matters most each day.

1 Strongly Disagree

2 Somewhat Disagree

3 Neutral

4 Somewhat Agree

5 Strongly Agree

28. I view failure as a valuable teacher and use setbacks to strengthen my resilience and adaptability.

1 Strongly Disagree

2 Somewhat Disagree

3 Neutral

4 Somewhat Agree

5 Strongly Agree

29. I recognize and manage impostor syndrome with confidence.

1 Strongly Disagree

2 Somewhat Disagree

3 Neutral

4 Somewhat Agree

5 Strongly Agree

30. I stay grounded in who I am and draw strength from my personal history and identity.

1 Strongly Disagree

2 Somewhat Disagree

3 Neutral

4 Somewhat Agree

5 Strongly Agree

31. I consistently express gratitude and lead with empathy, kindness, and compassion.

1 Strongly Disagree

2 Somewhat Disagree

3 Neutral

4 Somewhat Agree

5 Strongly Agree

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## Answer Key

Calculate your total score from the questions above and find the corresponding category. This assessment works in conjunction with this text: *Beyond Words: How Our Stories and Strategies Inspire Leadership Action* by Julie Lancaster. Each question in the assessment is associated with a chapter, and you can use the book as a reference for the specific topics where you'd like support.

### **Score: 130 - 155: Visionary Communicator, Thriving**

You are already leading beyond words. Your presence, storytelling, and leadership skills consistently inspire and connect people around you. Others likely see you as a source of energy, clarity, and vision, and you know how to translate big ideas into meaningful action. The challenge for you is not about "doing more," but about deepening your impact, experimenting with more vulnerable storytelling, expanding your influence to new audiences, and mentoring others so they can rise as leaders too. Keep sharpening your skills and sharing your wisdom, your growth sets the tone for others' growth.

### **Score: 100 - 129: Purposeful Leader Growing**

You have many strengths and flashes of brilliance, but your inspiration and influence may not always be consistent across situations. Some days you feel grounded, confident, and clear; other times you may rely too heavily on facts, hesitate to share your voice, or struggle to create alignment. This middle ground is full of opportunity. By building daily habits—like starting meetings with a story, preparing intentionally for hard conversations, or pausing to connect to your "why"—you can move from good intentions to consistent, inspiring impact. With practice, you'll find that people increasingly look to you as someone who brings both vision and trust.

### **Score: Less than 99: Emerging Influencer, Evolving**

You are at the beginning of your beyond words journey. Right now, you may lean heavily on information and logic, but not yet harness the power of presence, story, and inspiration. Or perhaps you want to be more confident and impactful, but aren't sure how to bring those skills forward. That's okay—every inspiring leader starts here. This is your invitation to take small, bold steps: try sharing a short personal story, practice connecting to a bigger "why," or focus on listening deeply in your next conversation. Over time, these small steps will add up to greater confidence, presence, and influence. *Beyond Words* is designed to guide you on this path—offering the tools to help you grow into the leader you're ready to become.

## Answer Key Continued

### PART 1: FOUNDATIONS OF LEADERSHIP THROUGH STORYTELLING *(Questions 1, 2, 3)*

- **Chapter 1: Understanding Your Narrative**
  - Your story defines your perspective and influences how others see you. Leaders who understand and share their narrative create authenticity, build trust, and make deeper connections.
- **Chapter 2: Crafting Stories with Purpose**
  - Stories become powerful when shared with intention. A purposeful story is more than entertainment—it communicates values, motivates others, and shapes direction.
- **Chapter 3: Language and Its Impact**
  - Words carry weight. Effective leaders use language that builds clarity, inspires confidence, and avoids undermining impact.

### PART 2: LEADING STRATEGY WITH STORY *(Questions 4, 5, 6, 7)*

- **Chapter 4: Authentic Leadership Through Storytelling**
  - Authentic storytelling bridges the gap. When you lead with honesty and openness, others feel safe to trust and engage.
- **Chapter 5: Values-Focused Leadership**
  - Values are the compass of leadership. Leaders who act from values create consistency, trust, and cultures grounded in meaning.
- **Chapter 6: Leading Your Team's Transformation**
  - Transformation requires courage and direction. Leaders who guide change with intention create a unified direction.
- **Chapter 7: Effective Planning and Execution**
  - Dreams without execution remain ideas. Strong leaders connect the big picture to practical steps and ensure results through accountability.

### PART 3: LEADERSHIP CHALLENGES AND ADAPTATION *(Questions 8, 9, 10, 11)*

- **Chapter 8: Embracing Change**
  - Change is constant. Teams with change resilience experience positive growth and adaptability in changing conditions.
- **Chapter 9: Embracing Joy**
  - Joy fuels motivation and creativity. Leaders who experience joy create environments where people feel energized and connected.
- **Chapter 10: Future-Focused Leadership**
  - Effective leaders balance today's needs with tomorrow's vision. A future focus ensures relevance, innovation, and resilience.
- **Chapter 11: Defining Your Leadership Philosophy**
  - Without clarity, leadership can feel reactive. A personal philosophy anchors leaders in consistency, even during challenges.

## Answer Key Continued

### PART 4: BUILDING CONNECTION AND PERSONAL GROWTH *(Questions 12, 13, 14)*

- **Chapter 12: The Importance of Connection**
  - Connection fosters trust, loyalty, and collaboration. Leaders who connect deeply make people feel valued and seen.
- **Chapter 13: Creating a Lift-as-You-Climb Culture**
  - True leadership means pulling others up alongside you. This mindset coupled by action opens doors to successful futures.
- **Chapter 14: Coaching and Mentorship**
  - Coaching and mentorship is a gift of leadership with maximized return. This fosters a culture of feedback, continuous improvement and learning.

### PART 5: COMMUNICATION AND FEEDBACK *(Questions 15, 16, 17, 18)*

- **Chapter 15: Strategic Communication**
  - Communication, especially on a larger scale, is most powerful when it operates from strategy and creates better buy-in and results.
- **Chapter 16: Strategic Listening**
  - Listening is more than silence—it's engagement. Leaders who listen strategically build stronger solutions and deeper trust.
- **Chapter 17: Navigating Difficult Conversations**
  - Courageous conversations done well can strengthen relationships. Skilled leaders who approach them directly foster accountability.
- **Chapter 18: Seeking and Utilizing Feedback**
  - Feedback is fuel for growth. Leaders who welcome feedback with humility demonstrate openness and growth mindset.

### PART 6: ENCOURAGING INNOVATION AND INITIATIVE *(Questions 19, 20, 21)*

- **Chapter 19: Encouraging Innovation Through Risk-Taking**
  - Innovation thrives when people feel safe to experiment. Leaders who embrace innovation unlock creativity and progress.
- **Chapter 20: Bulletproof Your Initiatives**
  - Strong initiatives don't just start well—they endure. Leaders who prepare for challenges ensure long-term success.
- **Chapter 21: Finding Adventure and Exploration**
  - Adventure pushes leaders outside comfort zones. Exploration fosters new solutions, resilience, and courage.

### PART 7: BUILDING STRONG TEAMS *(Questions 22, 23, 24)*

- **Chapter 22: Creating High-Performing Teams**
  - High-performing teams don't happen by chance—they are built through intentional leadership and strong culture.
- **Chapter 23: Creating an Effective Onboarding Process**
  - The beginning matters. Effective onboarding ensures clarity, connection, and long-term retention.
- **Chapter 24: Supervising Teams Effectively**
  - Supervision is about guiding people toward excellence. Strong leaders hold high standards while empowering others.

## Answer Key Continued

### **PART 8: TIME MANAGEMENT AND PRODUCTIVITY** *(Questions 25, 26, 27)*

- **Chapter 25: Stress Management**
  - Stress is unavoidable, but how we respond matters. Healthy stress management builds peace, resilience and contentment.
- **Chapter 26: Setting Boundaries and Priorities**
  - Boundaries or guardrails protect focus and energy. Leaders who prioritize well model balance and sustainability.
- **Chapter 27: Mastering Time Management**
  - Time is a leader's most precious resource. Mastering it ensures focus on what matters most.

### **PART 9: REFLECTION AND PERSONAL DEVELOPMENT** *(Questions 28, 29, 30, 31)*

- **Chapter 28: Failure and Resilience**
  - How we rise matters. Leaders who embrace change, challenge and complexity with resilience gain from the experience and thrive.
- **Chapter 29: Overcoming Impostor Syndrome**
  - Impostor syndrome holds many leaders back. Overcoming it unlocks confidence and courage while keeping authenticity in tact.
- **Chapter 30: Reflecting on Personal Roots and Identity**
  - Leaders have the opportunity to be grounded in the the lessons of their past. Reflection deepens self-awareness and purpose.
- **Chapter 31: Practicing Grace and Gratitude**
  - Grace and gratitude humanize leadership. They build empathy, joy, and a culture of appreciation.