

Leadership Self-Assessment

Purpose

This assessment is designed to help you honestly evaluate your current leadership habits. Respond based on your typical behavior—not intentions. Complete all questions before scoring.

Rating Scale

- 1 – This does not describe me at all
- 2 – This rarely describes me
- 3 – This sometimes describes me
- 4 – This often describes me
- 5 – This describes me perfectly

Leadership Traits Assessed

Unwavering Courage:

Acting with confidence and conviction, even in uncertainty.

Self-Control:

Managing emotions and reactions under pressure.

A Keen Sense of Justice:

Making fair, ethical decisions consistently.

Definiteness of Decision:

Making clear decisions without unnecessary hesitation.

Definiteness of Plans:

Creating and following clear, intentional plans.

Doing More Than Paid For:

Consistently exceeding expectations through extra effort.

A Pleasing Personality:

Maintaining an approachable, respectful, professional presence.

Sympathy and Understanding:

Demonstrating empathy and awareness of others' perspectives.

Mastery of Detail:

Maintaining working knowledge of important responsibilities.

Willingness to Assume Full Responsibility:

Owning outcomes without blame or excuse.

Cooperation:

Working effectively with others toward shared goals.

Leadership Self-Assessment

1. I stay calm and composed during stressful situations.
2. I regularly go beyond what is expected of me.
3. I make decisions efficiently without unnecessary delay.
4. People feel comfortable approaching me.
5. I take responsibility when things go wrong.
6. I listen carefully to perspectives different from my own.
7. I trust my ability to handle challenges as they arise.
8. I understand the key details of my responsibilities.
9. I treat people fairly, even when it costs me personally.
10. I work well with people who think differently than I do.
11. I set clear goals for myself and my work.
12. I manage my emotions instead of letting them control my behavior.
13. I look for ways to add value without being asked.
14. I avoid blaming others for my mistakes.
15. I am comfortable committing to a direction and moving forward.
16. I communicate respectfully, even in disagreement.
17. I consider the impact of my decisions on others.
18. I take initiative even when no reward is guaranteed.

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19. I pay attention to information that affects outcomes.
20. I encourage collaboration rather than competition.
21. I pause before reacting when I feel frustrated or challenged.
22. I follow through on plans instead of abandoning them.
23. I speak up when something matters, even if it's uncomfortable.
24. I try to understand others before forming judgments.
25. I openly acknowledge when I fall short.
26. I am comfortable making decisions without needing constant reassurance.
27. I value others' contributions to shared goals.
28. I prepare thoroughly before making decisions.
29. I am mindful of how my attitude affects others.
30. I break large goals into actionable steps.
31. I stay informed rather than delegating blindly.
32. I focus on solutions rather than excuses.
33. I contribute effort even when it is unnoticed.
34. I show empathy without compromising standards.
35. I rarely second-guess decisions once they are made.
36. I maintain professionalism even when others do not.

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- 37. I ask questions to clarify details I don't understand.
- 38. I prioritize team success over personal credit.
- 39. I move forward with confidence rather than hesitation.
- 40. I consider personal circumstances when leading others.
- 41. I am intentional about how I respond under pressure.
- 42. I contribute positively to group dynamics.
- 43. I review and adjust my plans when needed.
- 44. I focus on what is right, not what is easiest.
- 45. I am comfortable acting even when outcomes are uncertain.
- 46. I take pride in exceeding expectations.
- 47. I communicate openly to avoid misunderstandings.
- 48. I trust myself to make difficult decisions.
- 49. I am consistent in how I apply standards and expectations.
- 50. I seek to understand motivations, not just behaviors.
- 51. I hold myself accountable for results.
- 52. I avoid overthinking once enough information is available.
- 53. I stay composed when others are emotional.
- 54. I enjoy working with others toward shared goals.
- 55. I follow through on commitments I make.

Leadership Trait Score Sheet

Instructions:

For each trait, add the scores from the listed question numbers.

Record the total score (possible range: 5–25) in the space provided.

Unwavering Courage (Questions 7, 23, 39, 45, 48)	<input type="text"/>
Self-Control (Questions 1, 12, 21, 36, 41)	<input type="text"/>
A Keen Sense of Justice (Questions 9, 17, 44, 49, 25)	<input type="text"/>
Definiteness of Decision (Questions 3, 15, 26, 35, 52)	<input type="text"/>
Definiteness of Plans (Questions 11, 22, 30, 43, 55)	<input type="text"/>
Doing More Than Paid For (Questions 2, 13, 18, 33, 46)	<input type="text"/>
A Pleasing Personality (Questions 4, 16, 29, 42, 54)	<input type="text"/>
Sympathy & Understanding (Questions 6, 24, 34, 40, 50)	<input type="text"/>
Mastery of Detail (Questions 8, 19, 28, 31, 37)	<input type="text"/>
Full Responsibility (Questions 5, 14, 25, 32, 51)	<input type="text"/>
Cooperation (Questions 10, 20, 27, 38, 47)	<input type="text"/>

Reflection Questions

1. Which leadership trait received the lowest score?
2. What specific behavior contributed most to that score?
3. What is one action you can intentionally practice this week to strengthen that trait?
4. How will you know that improvement is happening?