

## Leadership Assessment: Part 2

### Individual Team Member Assessment - Leader's Point of View

For each person you directly oversee, answer yes or no to the following questions in each level. Use the Leadership Assessment Tally to record your results.

#### Level 1

yes	no	This person acknowledges me as his or her leader.
yes	no	This person would agree that I am suited for the leadership position you hold.
yes	no	This person would acknowledge that I see my position as an opportunity to earn my place at the leadership table, not as a privilege to use for personal advancement.

Total for Level 1; yes = \_\_\_\_\_ no = \_\_\_\_\_

#### Level 2

yes	no	I know things about this person's family and personal life outside of his or her work.
yes	no	I know this person's strengths and weaknesses.
yes	no	I know this person's hopes and dreams.
yes	no	I am committed to helping this person succeed in his or her work.
yes	no	This person trusts me and I trust him or her.

Total for Level 2; yes = \_\_\_\_\_ no = \_\_\_\_\_

#### Level 3

yes	no	This person respects my professional ability and qualities.
yes	no	This person asks for my advice and expertise.
yes	no	This person has become more productive because of my influence.
yes	no	This person would acknowledge that the team is more productive because of my leadership.
yes	no	This person would agree that my team contributes to the vision and purpose of the organization.

Total for Level 3; yes = \_\_\_\_\_ no = \_\_\_\_\_

**Level 4**

yes	no	I have given this person specific training that has helped him or her to perform better.
yes	no	I have mentored this person or put him or her in a development process that has helped him or her become a better leader.
yes	no	This person is now leading others because I have given opportunities and training for him or her to lead.
yes	no	This person is consistently loyal and supportive and always gives me the benefit of the doubt.

Total for Level 4; yes = \_\_\_\_\_ no = \_\_\_\_\_

**Level 5**

yes	no	Because of my input, this person is not only leading others but has trained those he or she leads to develop leaders.
yes	no	This person could step into my role with a very high probability of success if I were to leave.
yes	no	This person is my advocate and champions me with other leaders so that I gain others' respect even before I meet them.

Total for Level 5; yes = \_\_\_\_\_ no = \_\_\_\_\_