

# ADEPT Leadership® Self-Assessment

We believe the best way to improve performance and unlock potential is to first assess current strengths and weaknesses so you know where you are in your journey.

Using a scale of 1 to 10, with 10 being the highest level of agreement, please rate yourself on each of the following items:

1. I know my own strengths and limitations	1	2	3	4	5	6	7	8	9	10 = _____
2. I am aware of how others react to my actions or statements	1	2	3	4	5	6	7	8	9	10 = _____
3. I am open to feedback and criticism	1	2	3	4	5	6	7	8	9	10 = _____
4. I lead and facilitate process improvement	1	2	3	4	5	6	7	8	9	10 = _____
5. I help staff define clear objectives	1	2	3	4	5	6	7	8	9	10 = _____
6. I make a compelling case for my point of view	1	2	3	4	5	6	7	8	9	10 = _____
7. I communicate an inspiring vision	1	2	3	4	5	6	7	8	9	10 = _____
8. I keep others informed by continuously sharing information	1	2	3	4	5	6	7	8	9	10 = _____
9. I am timely with meetings and appointments	1	2	3	4	5	6	7	8	9	10 = _____
10. I manage my own time effectively	1	2	3	4	5	6	7	8	9	10 = _____
11. I plan effectively; avoiding firefighting	1	2	3	4	5	6	7	8	9	10 = _____
12. I delegate work appropriately	1	2	3	4	5	6	7	8	9	10 = _____
13. I build trust by being open and honest	1	2	3	4	5	6	7	8	9	10 = _____
14. I enlist the talent of others in order to meet objectives	1	2	3	4	5	6	7	8	9	10 = _____
15. I manage people according to their unique needs	1	2	3	4	5	6	7	8	9	10 = _____
16. I recognize employee contributions and ideas	1	2	3	4	5	6	7	8	9	10 = _____

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17. I give feedback accurately, timely and fairly

1 2 3 4 5 6 7 8 9 10 = \_\_\_\_\_

18. I know employees need for development

1 2 3 4 5 6 7 8 9 10 = \_\_\_\_\_

19. I regularly review objectives with staff

1 2 3 4 5 6 7 8 9 10 = \_\_\_\_\_

20. I coordinate work effectively among staff

1 2 3 4 5 6 7 8 9 10 = \_\_\_\_\_

**YOUR TOTAL SCORE** = \_\_\_\_\_

Once you have a total score use the following scale to evaluate your current Leadership level:

**200 – 180: YOU ARE ADEPT** / This is a great opportunity to dialogue with your team about performance, leadership development, and skills to make sure everyone is working at this level.

**179 – 160: YOU ARE BECOMING ADEPT** / You have many strengths that validate your commitment to learning, growing, and developing leadership skills. The next step is to assess and address the areas you scored lower on to improve your skills across all five attributes of leadership performance.

**159 – 120: YOU HAVE ROOM FOR IMPROVEMENT** / You may be early in your leadership journey or just haven't been given the tools or opportunity to build effective habits. Isolate those that are easiest to change first as they can impact performance immediately. Then build on those successes for additional growth.

**119 – 0: YOU ARE JUST STARTING YOUR JOURNEY** / For your own reasons, you haven't had the opportunity to work on developing your skills across all five attributes of leadership performance. With focus, effort, support, time, and an openness to improvement, you can begin your journey to building effective habits for future growth.

## BONUS CHALLENGE:

For an added bonus, use the self-assessment tool as a team building exercise by encouraging team members to perform their own personal assessment, share their scores, and add these bonus questions to an open group discussion.

I have a daily sense of accomplishment

1 2 3 4 5 6 7 8 9 10 = \_\_\_\_\_

I have a trusting relationship with my supervisor

1 2 3 4 5 6 7 8 9 10 = \_\_\_\_\_

I have a good work/life balance

1 2 3 4 5 6 7 8 9 10 = \_\_\_\_\_

I have a sense of purpose in my work

1 2 3 4 5 6 7 8 9 10 = \_\_\_\_\_

I have a trusting relationship with my co-workers

1 2 3 4 5 6 7 8 9 10 = \_\_\_\_\_

**YOUR BONUS SCORE** = \_\_\_\_\_

**50 – 40: YOU ARE ADEPT / 39 – 20: YOU ARE BECOMING ADEPT / 19 – 10: YOU HAVE ROOM FOR IMPROVEMENT / 9 – 0: YOU ARE JUST STARTING**

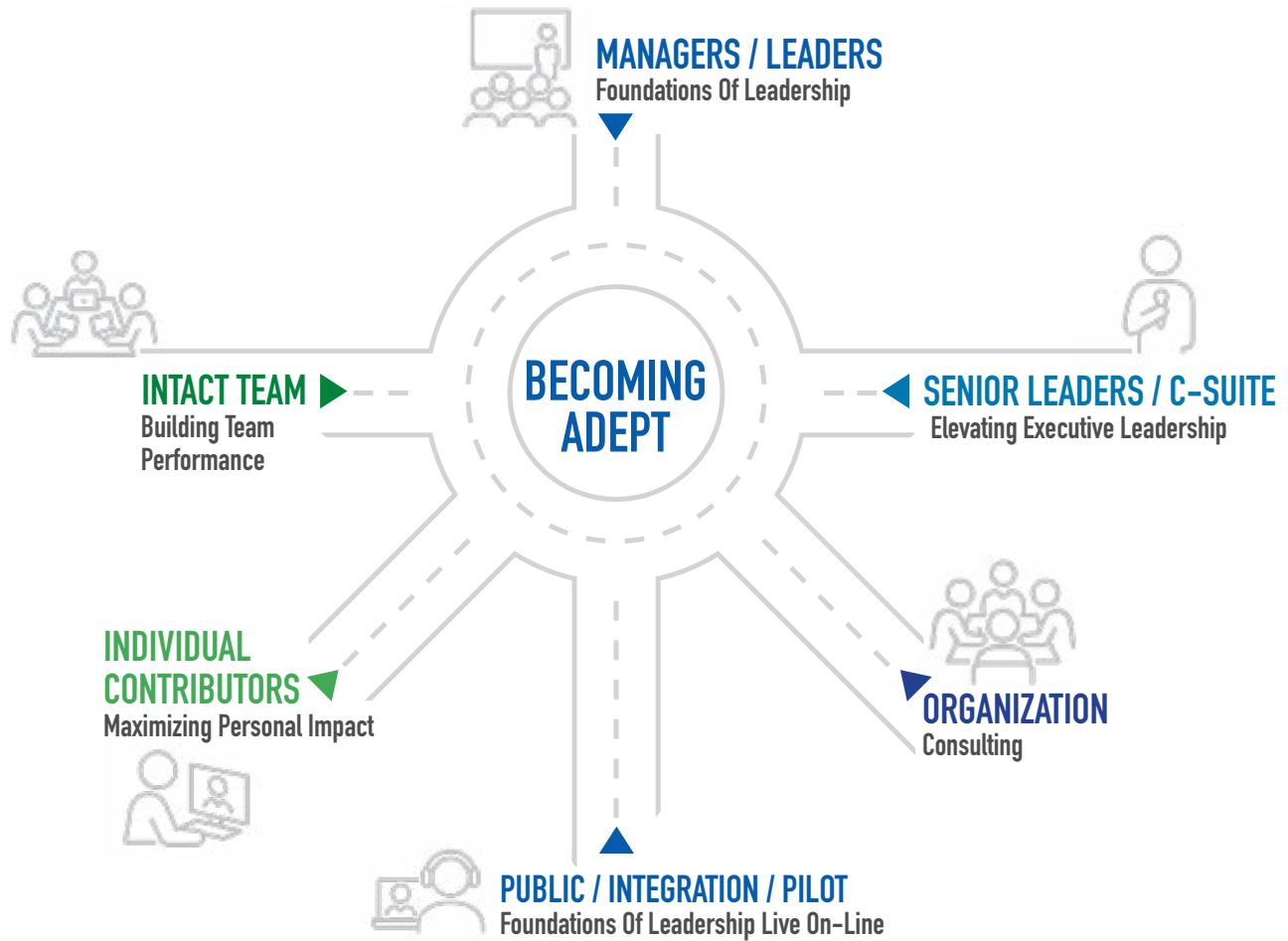
# ADEPT

LEADERSHIP®

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# Pathways to Leadership Success

Leadership training options are customized based on organizational needs and desired results.



## Suggested training pathways that build effective habits and high performance



### LEADERSHIP DEVELOPMENT

Maximizing Personal Impact ► Foundations Of Leadership ► Elevating Executive Leadership



### TEAM DEVELOPMENT

Foundations Of Leadership ► Building Team Performance



### ORGANIZATIONAL CONSULTING

Strategy Development ► Culture Change ► Organizational Development



### INDIVIDUAL DEVELOPMENT

Foundations Of Leadership Live On-Line ► Coaching ► ADEPT on Demand

Not sure which is the right pathway for you?

Call or connect with us and we'll help you find the best pathway to get the results you seek.

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