



Leadership Awareness Inventory

For each item listed below, please indicate how well it describes your level of leadership awareness and clarity in your role as a leader. Circle the number on the rating scale that best represents you. Five indicates *most* like you while one is *least* like you.

In my role as a leader, I:

1. Believe that leadership is about serving others	5	4	3	2	1
2. Am aware of the most important concerns of my team	5	4	3	2	1
3. Understand my strengths and weaknesses	5	4	3	2	1
4. Draw on a strong set of values to guide my decisions	5	4	3	2	1
5. Take a principled stand even when it's unpopular	5	4	3	2	1
6. Regularly take time for self-reflection	5	4	3	2	1
7. Use feedback from others as a way to improve myself	5	4	3	2	1
8. Can notice how others are feeling	5	4	3	2	1
9. Am good at empathizing with others	5	4	3	2	1
10. Build trust by being authentic and sincere	5	4	3	2	1
11. Always follow through on my promises and commitments	5	4	3	2	1
12. Openly value and encourage different perspectives	5	4	3	2	1
13. Can easily identify the capabilities of every member of my team	5	4	3	2	1
14. Openly recognize people's strengths and contribution	5	4	3	2	1
15. Invest time in helping my team to build their capacity	5	4	3	2	1
16. Have a clear sense of where we're going and why it matters	5	4	3	2	1
17. Can summarize my key goals in one sentence	5	4	3	2	1
18. Am clear on how we measure our progress toward key goals	5	4	3	2	1
19. Am aware of how my behavior impacts others	5	4	3	2	1
20. Am a positive role model for my team	5	4	3	2	1

TOTAL SCORE _____

If you scored 50 or more, you are doing a good job of using your leadership influence in a productive way. If you scored between 30 and 39, you are well on your way to reaping the benefits of productive influence but need to improve your understanding of the process. If you scored less than 30, this is an important development opportunity for you. Solicit guidance from a trusted colleague or mentor and look for ways to expand your leadership influence in a productive way.