

PRE-SELF-ASSESSMENT OF LEADERSHIP VALUES, BELIEFS, KNOWLEDGE, AND SKILLS

Name _____ Date _____

Background:

Leaders are persons who have a sense of direction – “vision” – for the purpose of their work. They have an ability to “see the big picture” and inspire others to move forward together to achieve this vision. Leaders can work effectively at all levels of an organization or endeavor. Sometimes they are “up front;” sometimes they work quietly from behind the scenes. They also have a strong foundation of values, are comfortable with themselves, and respect others.

Leaders possess a variety of values, characteristics and skills. Not everyone has the same mix or the same strengths. We are all different.

This self-assessment has been developed for you to reflect on some of these characteristics as they apply to you.

Instructions:

SECTIONS 1 and 2 provide you with an opportunity to reflect on how you view your values, beliefs, knowledge and skills as they relate to well known leadership qualities.

SECTION 3 asks you to summarize any changes that may have occurred or areas that you would like to develop or enhance.

Reflect and enjoy!

SELF-ASSESSMENT OF LEADERSHIP VALUES, BELIEFS, KNOWLEDGE, AND SKILLS

Listed below are selected leadership characteristics and skills. We would like you to identify your strengths and areas that need the most development using the scale below:

3	=	Frequently
2	=	Sometimes
1	=	Seldom
0	=	Not at all

Instructions:

Circle the number on the scale opposite each personal leadership value, characteristic, knowledge, and skill below that best represents the extent to which you possess each of these qualities and skills.

SECTION 1: LEADERSHIP VALUES AND BELIEFS

CIRCLE ONE NUMBER

	Frequently	Sometimes	Seldom	Not at All
1. I have passion & enthusiasm for my field of work	3	2	1	0
2. I have integrity	3	2	1	0
3. I am trustworthy	3	2	1	0
4. I trust others	3	2	1	0
5. I am positive, believing "anything is possible"	3	2	1	0
6. I can see the big picture and how the small things I do relate to my goal	3	2	1	0
7. I work to provide for the common good	3	2	1	0
8. I value personal learning	3	2	1	0

	Frequently	Sometimes	Seldom	Not at All
9. I value personal change and development	3	2	1	0
10. I learn from my experiences and mistakes	3	2	1	0
11. I am a risk-taker and change agent; I challenge the system	3	2	1	0
12. I am accountable and get results	3	2	1	0
13. I accept and enjoy the role of the leader	3	2	1	0
14. I am self-confident, yet aware of all who have helped me	3	2	1	0
15. I am self-motivated and self-directed	3	2	1	0
16. I am aware of my strengths	3	2	1	0
17. I am aware of qualities and skills that I need to enhance	3	2	1	0
18. I am action-oriented - I have a strong drive to achieve my goals	3	2	1	0
19. I am a decisive person	3	2	1	0
20. I strive to keep a balance between my personal and work life	3	2	1	0
21. I recognize the need to use both the "strong" and "soft" sides of my personality	3	2	1	0
22. I honor the use of intuition and imagination	3	2	1	0
23. I can view problems as opportunities to learn	3	2	1	0

	Frequently	Sometimes	Seldom	Not at All
24. I respect others' contributions	3	2	1	0
25. I am a person of vision	3	2	1	0
26. I have a broad concept of whom to lead (who the followers are)	3	2	1	0
27. I incorporate play, humor, and celebration into my personal style	3	2	1	0
28. I have the ability to commend those I work with on projects "well done"	3	2	1	0

SECTION 2: LEADERSHIP KNOWLEDGE AND SKILLS

CIRCLE ONE NUMBER

	Frequently	Sometimes	Seldom	Not at All
29. I am able to share my "vision" with others	3	2	1	0
30. I have a broad knowledge of my field of work (e.g. women's health)	3	2	1	0
31. I inspire others to act	3	2	1	0
32. I manage conflict effectively	3	2	1	0
33. I have the ability to identify potential mentors for myself	3	2	1	0
34. I have the ability to use data and information and put it into meaningful action	3	2	1	0
35. I am able to build a sense of community and collaboration among people.	3	2	1	0
36. I understand the uniqueness of local politics and use it to achieve my goals	3	2	1	0
37. I have the ability to work effectively with others engaged in the same work	3	2	1	0
38. I have the ability to identify the groups of persons (constituencies) that have a stake in a critical issue	3	2	1	0
39. I have the ability to "rally the troops" if action is needed to achieve common goals	3	2	1	0

	Frequently	Sometimes	Seldom	Not at All
40. I can build an effective coalition around a critical health issue.	3	2	1	0
41. I have the ability to handle hostile forces or opposition, to work around barriers to goals	3	2	1	0
42. I have the ability to think and plan for the long term	3	2	1	0
43. I have the ability to work with organizations or groups to do meaningful planning	3	2	1	0
44. I have the ability to be creative in solving problems	3	2	1	0
45. I have the ability to foster creative thinking in others	3	2	1	0
46. I have the ability to build mutually helpful relationships with others	3	2	1	0
47. I have the ability to take an "objective look at my goals and leadership style	3	2	1	0
48. I know how and when to delegate responsibility and authority	3	2	1	0
49. I have the ability to help others set personal goals	3	2	1	0
50. I value and take time to gain "new knowledge"	3	2	1	0

SECTION 3: SUMMARY

Briefly review your self-assessment information on the previous pages and think about what it means to you. How do you view yourself? What are your strengths? What are the areas you would like to develop or build on during this program year?

1. List the top 3 values, beliefs, knowledge and/or skills that you have already that are most important to you:
2. Listed below are examples of leadership knowledge and skills. Please rank from 1 to 3 (1 being the most important) the skills and knowledge that you would like to develop or work on during your year in WHL:

Skills:

- | | |
|--|---|
| <input type="checkbox"/> Conflict resolution | <input type="checkbox"/> Evaluation |
| <input type="checkbox"/> Listening skills | <input type="checkbox"/> Administrative skills |
| <input type="checkbox"/> Public speaking | <input type="checkbox"/> Financing and budgeting |
| <input type="checkbox"/> Grant/proposal writing | <input type="checkbox"/> Community organizing |
| <input type="checkbox"/> Group process/problem-solving | <input type="checkbox"/> Finding balance in life |
| <input type="checkbox"/> Time management | <input type="checkbox"/> Coalition building |
| <input type="checkbox"/> Advocacy skills | <input type="checkbox"/> Marketing |
| <input type="checkbox"/> Assertiveness training | <input type="checkbox"/> Writing skills |
| <input type="checkbox"/> Policy and legislation | <input type="checkbox"/> Networking |
| <input type="checkbox"/> Cultural competency | <input type="checkbox"/> Computer Skills |
| <input type="checkbox"/> Goal setting | <input type="checkbox"/> Cross-cultural communication |
| <input type="checkbox"/> Other (please specify): _____ | |

Knowledge:

- Specify women's health issue(s): _____
- Career development and planning
- Health care delivery systems/health care reform
- Policy issues related to women's health
- How to conduct an personal vision quest
- How to conduct an organizational vision quest (developing vision, creating shared vision)
- Learning organizations
- Building healthy communities
- Gender and leadership
- Culture and leadership
- Other (please specify): _____

3. If you were asked to draw a picture or to describe an image/picture that best

illustrates you as a leader or your leadership experience (e.g., a tree, circle, tiger, etc.) what would it look like? Why?