

Tandem Partners Leadership Assessment

What kind of leader are you? This assessment will provide you with a quick “snapshot” of your leadership and personal competencies in key areas related to goals, accountability, innovation, planning, communication, customer service, and personal effectiveness, among others.

Part I Executive Leadership
Part II Organizational Leadership

Part III Personal Goals
Part IV Personal Environment

Part I – Executive Leadership

Please indicate the degree to which you exhibit the following actions and behaviors, using a scale of 1 to 5, with 1 = Strongly Disagree and 5 = Strongly Agree.

| | | Strongly Disagree | | | Strongly Agree | |
|-----|--|-------------------|---|---|----------------|---|
| | | 1 | 2 | 3 | 4 | 5 |
| 1. | I am a positive role model for others. | | | | | |
| 2. | I never divulge a confidence. | | | | | |
| 3. | I support others when they make mistakes and I help them learn from them. | | | | | |
| 4. | I am empathetic and understanding. | | | | | |
| 5. | I never flaunt my authority. | | | | | |
| 6. | I have a fulfilling life outside of work. | | | | | |
| 7. | I create a climate of teamwork and trust. | | | | | |
| 8. | I am accessible. | | | | | |
| 9. | I give recognition to others for their contributions and efforts. | | | | | |
| 10. | I accept responsibility for my own actions and results. | | | | | |
| 11. | I demonstrate optimism and positive expectations of others. | | | | | |
| 12. | I use my leadership role with firmness or sensitivity, as appropriate. | | | | | |
| 13. | I acknowledge and give feedback. | | | | | |
| 14. | I help others develop by providing new opportunities for growth and challenge. | | | | | |
| 15. | I don't gossip or talk negatively about others. | | | | | |
| 16. | I work toward consensus when team decisions are required. | | | | | |
| 17. | I don't seek the limelight. | | | | | |
| 18. | I let others know where I stand. | | | | | |
| 19. | I listen more than I talk in one-on-one discussions. | | | | | |
| 20. | I celebrate others' successes. | | | | | |
| 21. | I manage my time and priorities to meet deadlines. | | | | | |
| 22. | I am always truthful. | | | | | |
| 23. | I maintain composure in the midst of crisis. | | | | | |
| 24. | I really want to hear other people's ideas and I act on them. | | | | | |
| 25. | I always do what I say I will do or commit to do. | | | | | |

Part II – Organizational Leadership

Please indicate the degree to which you exhibit the following actions and behaviors, using a scale of 1 to 5, with 1 = Strongly Disagree and 5 = Strongly Agree.

| | | Strongly Disagree | | | Strongly Agree | |
|-----|---|-------------------|---|---|----------------|---|
| | | 1 | 2 | 3 | 4 | 5 |
| 26. | We establish ambitious and challenging goals for the Company. | | | | | |
| 27. | Employees have the time, freedom and resources to try new approaches. | | | | | |
| 28. | Our leaders have a clear vision for our Company and where we're going. | | | | | |
| 29. | Our Company is committed to producing high-quality products or services. | | | | | |
| 30. | We conduct regular planning sessions that include our key managers. | | | | | |
| 31. | Employees receive timely, accurate, constructive performance feedback. | | | | | |
| 32. | Supervisors delegate appropriate responsibility and authority to employees. | | | | | |
| 33. | Employees can express their opinions on decisions that affect them. | | | | | |
| 34. | We know the critical success factors for our business and measure them. | | | | | |
| 35. | Our Company has good performance appraisal systems in place. | | | | | |
| 36. | We recognize and act on business opportunities that help us meet goals. | | | | | |
| 37. | We expend extraordinary effort to meet customer needs. | | | | | |
| 38. | We have a current business plan that we measure our progress against. | | | | | |
| 39. | Quality is important in our Company, both what we produce, and how we work. | | | | | |
| 40. | Our major decisions are in line with our strategic direction. | | | | | |
| 41. | Employees understand what excellent performance means for their positions. | | | | | |
| 42. | New projects in our Company are usually well planned and thought out. | | | | | |
| 43. | Leaders in our Company are quick to take advantage of new ideas. | | | | | |
| 44. | We have an objective system for measuring customer satisfaction. | | | | | |
| 45. | Our leaders make decisions that benefit the bottom line/return on investment. | | | | | |
| 46. | We hold people accountable and focused on goals and priorities. | | | | | |
| 47. | We keep employees informed about current developments. | | | | | |
| 48. | We have sufficient resources in place to meet our short-range objectives. | | | | | |
| 49. | We develop creative approaches to solving business problems. | | | | | |
| 50. | We act with a sense of urgency to achieve our corporate goals. | | | | | |
| 51. | We clearly communicate a positive and hopeful outlook for the future. | | | | | |



Part III – Personal Goals

Please indicate how important the following issues or goal areas are to you currently, using a scale of 1 to 5, with 1 = Not Important and 5 = Very Important.

| | | Not Important | | Very Important | | |
|-----|--|---------------|---|----------------|---|---|
| | | 1 | 2 | 3 | 4 | 5 |
| 52. | I need to make a change or advancement in my career or profession. | | | | | |
| 53. | I want to learn how to better prepare my staff, customers or colleagues for change. | | | | | |
| 54. | It's important to me to build and leave a legacy in this lifetime. | | | | | |
| 55. | I want to learn key negotiating skills that will help me get what I want, but also create a Win-Win. | | | | | |
| 56. | I need to increase the size, scope and depth of my professional and personal network. | | | | | |
| 57. | I need to learn and master selling skills so that I can increase revenues. | | | | | |
| 58. | I want to learn effective team building and management skills to bring out the best in my group. | | | | | |
| 59. | I need to articulate my business or professional vision so that it is compelling. | | | | | |
| 60. | I need to set wider boundaries so that I am not taken advantage of by others. | | | | | |
| 61. | I need to become a more compassionate person or more patient with others. | | | | | |
| 62. | I have important projects, situations or problems that I haven't completed, but need to. | | | | | |
| 63. | I want to be more grateful for what I have, instead of always wanting more. | | | | | |
| 64. | I find myself slowed down by either resistance or fear, and I am ready to work through this. | | | | | |
| 65. | I need to simplify my life, perhaps dramatically. | | | | | |
| 66. | I want to deal with difficult people in a more constructive, yet powerful way. | | | | | |
| 67. | I want to make changes to my body in terms of weight, tone and/or strength. | | | | | |
| 68. | I need to have more confidence in how I present myself. | | | | | |
| 69. | I want to have a more positive effect on others, without trying to dominate or control them. | | | | | |
| 70. | I need to improve the communication, cooperation and love within my family. | | | | | |
| 71. | I have a special gift, and would like to better use it in my life. | | | | | |
| 72. | I want to better use the significant resources in my life: time, money, love and opportunity. | | | | | |
| 73. | I would like to learn how to attract success to me instead of pushing so hard for it. | | | | | |
| 74. | I would like to develop a formal education strategy for my life and career. | | | | | |
| 75. | I have great ideas but I need to develop them into something that is financially and personally rewarding. | | | | | |
| 76. | I would like to create a coordinated and comprehensive life plan for the next five years. | | | | | |

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Part IV – Personal Environment

The following statements relate to your physical environment, health and well-being, finances and relationships. Please indicate the degree to which you agree with each statement, using a scale of 1 to 5, with 1 = Strongly Disagree and 5 = Strongly Agree. If a statement does not apply to you, please check N/A.

| | | Strongly Disagree | | | Strongly Agree | | N/A |
|------|--|-------------------|---|---|----------------|---|-----|
| | | 1 | 2 | 3 | 4 | 5 | |
| 77. | My personal files, papers and receipts are neatly filed away. | | | | | | |
| 78. | I live in a home/apartment that I love. | | | | | | |
| 79. | I live in the geographic area I choose. | | | | | | |
| 80. | I consistently have adequate time, space and freedom in my life. | | | | | | |
| 81. | I am not tolerating anything about my home or work environment. | | | | | | |
| 82. | I have nothing around the house or in storage that I do not need. | | | | | | |
| 83. | I am consistently early or easily on time. | | | | | | |
| 84. | I don't rush or use adrenaline to get the job done. | | | | | | |
| 85. | I have a rewarding life beyond my work or profession. | | | | | | |
| 86. | I have no habits which I find to be unacceptable. | | | | | | |
| 87. | I consistently take evenings, weekends and holidays off and take at least two weeks of vacation each year. | | | | | | |
| 88. | I get along well with my siblings. | | | | | | |
| 89. | I currently save at least 10% of my income. | | | | | | |
| 90. | My investments do not keep me awake a night. | | | | | | |
| 91. | I am on a career or business track which is or will soon be financial and personally rewarding. | | | | | | |
| 92. | I am in a relationship with people who can assist in my career/professional development. | | | | | | |
| 93. | I have told my parents, in the last 3 months, that I love them. | | | | | | |
| 94. | I get along well with my co-workers and customers. | | | | | | |
| 95. | I get along well with my managers and staff. | | | | | | |
| 96. | I have let go of any relationships that drag me down or damage me. ("Let go" means to end, walk away from, handle, or no longer be attached to.) | | | | | | |
| 97. | I have a circle of friends and family who love and appreciate me for who I am. | | | | | | |
| 98. | I tell people how they can satisfy me. | | | | | | |
| 99. | I live life on my terms, not by the rules or preferences of others. | | | | | | |
| 100. | I do not "take personally" the things that people say to me. | | | | | | |

For more information on executive coaching or leadership development, contact:

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