

## instructions:

For each statement, circle in the column that best describes you.

Please answer questions as you actually are (rather than how you think you should be), and don't worry if some questions seem to score 'in the wrong direction'.

When you are finished, add up your scores and put the total at the bottom of the test.

No.	Statements	Not at All (Score 1)	Rarely (Score 2)	Some-times (Score 3)	Often (Score 4)	Very Often (Score 5)
1	When assigning tasks, I consider people's skills and interests.					
2	I doubt myself and my ability to succeed.					
3	I expect nothing less than top-notch results from people.					
4	I expect my people to work harder than I do.					
5	When someone is upset, I try to understand how he or she is feeling.					
6	When situations change, I can struggle to work out what to do.					
7	I think that whilst feelings are important, they should not get in the way of productivity and performance.					
8	I know what it takes to succeed, and I believe I have what it takes.					
9	When working in a team, I want and encourage the team to be on the same side and work towards the same objectives.					
10	I feel threatened when someone criticises me.					
11	I enjoy planning for the future.					
12	I make time to learn what people need from me, so that they can be successful.					
13	I get upset and worried quite often at work.					
14	I'm optimistic about life, and I can see beyond temporary setbacks and problems.					
15	My actions show people what I want from them.					
16	I think the team works best when everyone plays the same role all the time instead of stretching themselves and learning new skills and becoming more agile.					

<b>17</b>	I make exceptions to my rules and expectations – it's easier than having to deal with conflict over rules.					
<b>18</b>	Time spent worrying about team morale is wasted time.					
	<b>TOTALS</b>					

**Score Comment**

18-34 You need to work hard on your leadership skills. The good news is that if you use more of these skills at work, at home, and in the community, you'll be a real asset to the people around you. You can do it – and now is a great time to start!

35-52 You're doing OK as a leader, but you have the potential to do much better. While you've built the foundation of effective leadership, this is your opportunity to improve your skills, and become the best you can be. Examine the areas where you lost points, and determine what you can do to develop skills in these areas.

53-90 Excellent! You're well on your way to becoming a good leader. However, you can never be too good at leadership or too experienced – so look at the areas where you didn't score maximum points, and figure out what you can do to improve your performance.