

Leadership Competency Assessment (Abbreviated)

The purpose of this assessment is to establish lines of communication between manager and direct report (i.e., a manager) in order to discuss leadership competency strengths and development. Each individual would complete the assessment independently and compare ratings.

This version is an abbreviated sample of our standard leadership competency assessment. There are two sample questions for each competency area below, that are indicative of the nature of the questions within that area. There are 40 total questions in the standard assessment.

Directions: Please indicate the extent to which you agree with each of the following statements. If you do not have enough information to provide an evaluation on a particular statement, or if a statement does not apply to your situation, please respond by indicating “Don’t know/does not apply.”

	Agree strongly	Agree	Agree somewhat	Disagree somewhat	Disagree	Disagree strongly	Don't know/ does not apply
Emotional Self							
1. Adaptability Is flexible in dealing with organizational changes and challenges.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Continuous Learning Sees importance in continuously building new knowledge, skills and expertise.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Entrepreneurial Spirit							
3. Openness to new ideas Actively seeks unique ideas, creative approaches and a fresh perspective.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Creativity/Innovation Fosters an environment where innovation is valued, expected and inspires better business results.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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Core Values

5. Reliability

One that others can count on to “get the job done” regardless of the nature of the project or goal.

6. Trust

Someone to whom others regularly confide about both business and non-business related items.

Educate & Influence

7. Collaboration

Understands that creating and maintaining partnerships across the organization is essential to success as a leader.

8. Negotiation

Is able to use proven and effective methods for creating win-win situations.

Managing Performance & Talent

9. Coaching

Proactively leverages employee strengths while providing targeted development opportunities.

10. Goal setting/assessing performance

Others know what is expected and receive regular feedback around deliverables, timeframes and other performance expectations.

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Managing Culture & Work Environment

11. Decision making

Utilizes an effective process for analyzing options and making sound business decisions.

12. Accountability

Understands the importance of having consequences tied to performance.

Strategic Direction

13. Strategic analysis/strategic thinking

Is quick and confident at understanding business trends and patterns, and determining necessary actions.

14. Understanding of external landscape

Understands the forces outside of the organization that are driving the need to change and improve.

Executing Strategy

15. Aligns resources to desired business results

Places emphasis on ensuring resources are available and aligned to achieve business results.

16. Planning, organizing & goal setting

Utilizes an established approach to planning and organizing work, by cascading goals to unit and staff.

To learn more about our complete Leadership Competency Assessment, contact us at info@cvjsolutions.com .