

# Leadership Style Self Assessment

(Adapted from the work of Ken Blanchard and Paul Hersey)

<ul style="list-style-type: none"> <li>☑ Encourages the staff member to take the lead in setting goals, planning, and problem solving</li> <li>☑ Asks questions, listens to concerns, and serves as a sounding board</li> <li>☑ Facilitates self-reliant problem solving and evaluation</li> <li>☑ Asks: How can I help?</li> <li>☑ Shares expertise and collaborates when asked</li> <li>☑ Provides support, reassurance, encouragement, and praise to acknowledge competence and build commitment</li> <li>☑ Reflects on past successes and skills to build confidence</li> <li>☑ Suggests ways to make the goal more interesting or challenging, if motivation is low</li> <li>☑ Removes obstacles to goal accomplishment</li> </ul>	<p style="color: green; font-weight: bold; font-size: 24px;">Mostly</p>	<p style="color: red; font-weight: bold; font-size: 24px;">Some</p>	<ul style="list-style-type: none"> <li>☒ Involves the individual in clarifying goals and action plans, but makes final decisions</li> <li>☒ Listens to the individual's concerns and ideas</li> <li>☒ Provides perspective that progress is being made</li> <li>☒ Involves the individual in problem solving and decision making</li> <li>☒ Helps the individual analyze successes and failures and consider alternatives</li> <li>☒ Gives advice and ideas; shares examples of others work</li> <li>☒ Provides information, resources, and coaching to continue building and refining skills</li> <li>☒ Explains why (about what and how)</li> <li>☒ Encourages, provides frequent feedback, and praise to build competence</li> </ul>			
<p>Mostly</p>		<p>Some</p>		<p>Mostly</p>		<p>Some</p>
<p>Some</p>		<p>Mostly</p>		<p>Some</p>		<p>Mostly</p>
<ul style="list-style-type: none"> <li>☒ Expects the individual to take charge and keep others informed</li> <li>☒ Expects the individual to take responsibility for goal setting, action planning, and decision making; confirms plans</li> <li>☒ Trusts the individual's judgment</li> <li>☒ Expects the individual to evaluate own work and to continually innovate</li> <li>☒ Encourages the individual to challenge themselves to even higher levels of performance</li> <li>☒ Provides opportunities to share knowledge and skills, mentor, and teach others</li> <li>☒ Acknowledges, values, and rewards contributions</li> <li>☒ Provides additional resources as required</li> </ul>		<ul style="list-style-type: none"> <li>☒ Acknowledges enthusiasm and transferable skills</li> <li>☒ Defines goals, timelines, and priorities</li> <li>☒ Defines roles, limits, and boundaries</li> <li>☒ Takes the lead in action planning and problem solving</li> <li>☒ Organizes and shares information and resources</li> <li>☒ Develops a plan for learning and practicing new skills</li> <li>☒ Teaches and shows how</li> <li>☒ Gives examples of what a good job would look like</li> <li>☒ Checks and monitors learning frequently to give feedback</li> </ul>				

