

**Leadership Assessment Questions:**

The following are “typical questions” that are a part of the Leadership Assessment Survey. Respondents are invited to score the individual being rated on 2 scales: Current Performance (how often does this occur currently with this individual) and Your Expectations (how often should this occur as you work together). Both of these scales have 5 different degrees as follows:

Current Performance	Your Expectations
How often does this occur? (choose ONE)	How often should this occur? (choose ONE)
1 = Almost Never 2 = Sometimes 3 = Generally 4 = Almost Always 5 = Always	1 = Almost Never 2 = Sometimes 3 = Generally 4 = Almost Always 5 = Always

The following are a cross section of “typical questions” on the Leadership Assessment Survey:

To what extent does this person . . .

	Current Performance	Your Expectations
▪ Demonstrate a consistent commitment to quality.	1 2 3 4 5	1 2 3 4 5
▪ Negotiate differences of opinion openly and fairly.	1 2 3 4 5	1 2 3 4 5
▪ Take time to help develop your/others’ effectiveness.	1 2 3 4 5	1 2 3 4 5
▪ Ask questions to learn more about (or to clarify) what you are saying.	1 2 3 4 5	1 2 3 4 5
▪ Provide feedback in a constructive manner.	1 2 3 4 5	1 2 3 4 5
▪ Accept responsibility for her/his mistakes.	1 2 3 4 5	1 2 3 4 5
▪ Demonstrate confidence in your abilities by providing challenging assignments.	1 2 3 4 5	1 2 3 4 5
▪ Coordinate work priorities with you/others.	1 2 3 4 5	1 2 3 4 5
▪ Involve you/others in the problem solving process.	1 2 3 4 5	1 2 3 4 5
▪ Describe a sense of purpose for your organization.	1 2 3 4 5	1 2 3 4 5
▪ Act in an <i>honest</i> and up front manner.	1 2 3 4 5	1 2 3 4 5
▪ Provide feedback when work does not meet her/his expectations.	1 2 3 4 5	1 2 3 4 5
▪ Exercise confidentiality when dealing with sensitive issues.	1 2 3 4 5	1 2 3 4 5