

## Leadership Capability Assessment

### Instructions

Evaluate your capability for each item against a 7-point scale with 0 indicating no skill for that item and 7 representing extreme excellence in consistently demonstrating the skill successfully. Circle the number that best represents your self-assessment of capability for each item.

Your responses, of course, are largely subjective, but please provide objective thought to the ratings you select. For example, if you give yourself a 7 on a particular item, what practical evidence do you have for such a high rating?

### Scoring

Once you have completed circling a score for each item on the assessment, draw a line down the page by connecting your scores top to bottom.

Now, turn the page horizontally with your 7's at the top of the page. This will generate a visual graphic, with the appearance of a trend line, clearly showing your highest scored skill sets and your lowest scored skill sets.

Finally, total your scores for each area; and then total all area scores for an overall assessment score.

### Evaluation

Use the graphic representation of your assessment to pinpoint:

- Areas of strength
- Areas of opportunity for growth and development
- Potential derailers for career success
- How you enable others to perform at their best

Use each individual score and/or the total area score to benchmark a particular skill set or a group of skill sets for improvement. The yellow shaded areas in the last column are used for planning purposes.

## My Leadership Capability Assessment

Directions: *Please assess your capability for each item on a 7-point scale.  
0= little to no skill. 7=exceptional skill.*

### A. Overall Leadership Capability

Capability	0	1	2	3	4	5	6	7	
Confidence	0	1	2	3	4	5	6	7	
Courage	0	1	2	3	4	5	6	7	
Character	0	1	2	3	4	5	6	7	
A. TOTAL AREA SCORE									A.

### B. Business Excellence

Decision Making - Decisive	0	1	2	3	4	5	6	7	
Problem Solving - Resourceful	0	1	2	3	4	5	6	7	
Adaptable to Change	0	1	2	3	4	5	6	7	
Taking Action	0	1	2	3	4	5	6	7	
Scope - Manages & Controls	0	1	2	3	4	5	6	7	
Situational Awareness	0	1	2	3	4	5	6	7	
B. TOTAL AREA SCORE									B.

### C. Strategic Vision - Foresight

Strategic Thinking	0	1	2	3	4	5	6	7	
Purpose-driven	0	1	2	3	4	5	6	7	
Mission	0	1	2	3	4	5	6	7	
Vision	0	1	2	3	4	5	6	7	
Goals	0	1	2	3	4	5	6	7	
Providing direction	0	1	2	3	4	5	6	7	
C. TOTAL AREA SCORE									C.

### D. Personal Power – Care/Vitality

Physical	0	1	2	3	4	5	6	7	
Emotional Intelligence	0	1	2	3	4	5	6	7	
Mental - Positive Mindset	0	1	2	3	4	5	6	7	
D. TOTAL AREA SCORE									D.

### E. Culture of Support

Enthusiastic	0	1	2	3	4	5	6	7	
Reliable	0	1	2	3	4	5	6	7	
Unity	0	1	2	3	4	5	6	7	
Communication	0	1	2	3	4	5	6	7	
Performance	0	1	2	3	4	5	6	7	
Support	0	1	2	3	4	5	6	7	
Coach/Influencer	0	1	2	3	4	5	6	7	
Culture Builder	0	1	2	3	4	5	6	7	
E. TOTAL AREA SCORE									E.

### F. Belief in People

Relational Leader	0	1	2	3	4	5	6	7	
Interpersonal Skill	0	1	2	3	4	5	6	7	
Team Development	0	1	2	3	4	5	6	7	
Team Cohesiveness	0	1	2	3	4	5	6	7	
Team Diversity	0	1	2	3	4	5	6	7	
Team Involvement	0	1	2	3	4	5	6	7	
Recognition	0	1	2	3	4	5	6	7	
Trustworthy and Open	0	1	2	3	4	5	6	7	
F. TOTAL AREA SCORE									F.

### G. General Skills

Integrity	0	1	2	3	4	5	6	7	
Delegation	0	1	2	3	4	5	6	7	
Conflict Resolution	0	1	2	3	4	5	6	7	
Results-Oriented	0	1	2	3	4	5	6	7	
High Self-Awareness	0	1	2	3	4	5	6	7	
G. TOTAL AREA SCORE									G.

### TOTAL OVERALL ASSESSMENT SCORE

	A	B	C	D	E	F	G	TOTAL
Add ALL Total Area Scores								

Maximum Score = 280

## **My Planning Tool**

Create an action plan to focus your attention on those items you believe will yield the greatest ROI for you and/or your organization. It is suggested that you narrow your focus by selecting no more than 3 priority items each month or each quarter. Mark each priority item with a G (Grow), M (Maintain), or T (Transform) based on your intention for that item. Once you have shown desired improvement in any one skill set, replace that item with another area of focus over the next 30 days. This attentive, disciplined process becomes your perpetual growth plan.

## **Contact Us**

Invite Vision Quest Leadership LLC to be your advisor, coach, mentor, or business partner for elevating professional leadership expertise. Be sure to contact us to share your results, to ask us questions, or to review your plan. We have experience, valuable insight, suggestions, and recommendations to share.