

Leader Performance Insight Assessment

Your Name:

Date:

Team Member Name (if completing on behalf of leader):

Rate how you perceive your effectiveness on a scale of 1 (low/ineffective) to 10 (high/very effective). Feel free to ask your team to complete this on your behalf. Use the data to create personal goals for your leadership development.

Key Area	Team Rating (1-10)	Questions
1. Purpose and Goal Alignment		How effectively and frequently do I communicate our purpose and team goals, ensuring alignment and shared understanding within the team?
2. Building and Sustaining Trust		How well have I built and maintained trust with my team members to support their individual growth and our collective success?
3. Collaborative Communication		How effectively do I communicate expectations, listen actively, and foster a culture where team members feel heard and respected?
4. Navigating Change and Uncertainty		How well do I demonstrate adaptability and resilience when navigating changes?
5. Conflict Resolution		How effectively do I model and facilitate conflict resolution, ensuring issues are addressed promptly and constructively?
6. Driving Performance and Ensuring Accountability		How effectively do I hold myself and my team accountable for our performance, fostering a culture where team members take ownership of their work?
7. Decision-Making		How effectively do I make informed decisions, balancing data-driven insights with intuition, and involving diverse perspectives?
8. Innovation		How effectively do I encourage innovation by modeling risk-taking, promoting new ideas, and supporting experimentation within my team?
9. Resilience and Well-being		How well do I model the importance of well-being and a healthy work-life balance to inspire the same on my team?

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10. Career and Professional Development		How dedicated am I to my own continuous learning and to creating an environment that encourages ongoing development and improvement for my team?

Total score:

Average score:

Reflection:

In which areas are you most effective? What strengths contribute to this?

Where do you see opportunities for development?

Identify one area you believe is most critical to focus on now to positively influence your team leadership.