



Leadership Effect Assessment by Others

Answer all questions on a scale of 0 – 10.

0 = “No credibility at all in this area.”

10 = “Complete credibility. Couldn’t be higher.”

NA = Not applicable or unknown.



This assessment is based on the principles taught in *BETTER: The Fundamentals of Leadership* by Tim Stevenson

I. Overall Leadership.

Definition of a leader: You are a leader if you know where you are going and are able to persuade others to go along with you.

- 1. She knows where she wants to go as a leader. _____
- 2. She is able to communicate her thoughts and goals clearly. _____
- 3. She is able to win followers. _____
- 4. Rate her overall leadership credibility. _____

Any helpful observations: _____

II. Professional Competence (Knowledge & Skills).

- 1. Rate her **knowledge** in key areas of expertise. _____
- 2. Rate her **skills** in key areas of expertise. _____
- 3. Rate her **work ethic** (consistent effort). _____
- 4. Rate her work in terms of **quality**. _____
- 5. Rate her work in terms of **reliability**. _____



6. Rate her work in terms of **timeliness**. _____

Any helpful observations: _____

III. Personal Conduct (Behaviors).

1. She has a clear vision on how the future can be better. _____

2. She is able to articulate where she wants to go. _____

3. She imparts encouragement and hope to others. _____

4. The attitude she expresses is typically optimistic. _____

5. Her speech is thoughtfully considered rather than impulsive. _____

6. She knows and can articulate what she genuinely believes. _____

7. She will hold to what she believes even when there's a cost attached. _____

8. Her personal convictions are held with courtesy and respect for others. _____

9. She can articulate a clear purpose statement. _____

10. She can define reality regarding key issues for her team. _____

11. She gives clear expectations to subordinates. _____

12. Her public appearance, behavior, and speech are authentic. _____

13. She makes an effort to listen to others. _____

14. She seeks to serve others, providing resources and removing obstacles. _____

15. She can connect daily work to a greater or higher purpose. _____

16. She values the contributions of all members of her team. _____

17. She shares the credit for successes with others. _____

18. When failure occurs, she looks at herself first and owns her part in it. _____



- 19. She makes an intentional effort to be available to her team. _____
- 20. She models the behavior she wants from her team members. _____
- 21. She is consistent; she can be counted on to be “herself.” _____
- 22. She Does What She Says She Will Do (DWYSYWD). _____
- 23. She speaks well of her organization and its people. _____
- 24. She conducts herself well as a representative of her organization. _____
- 25. While speaking she considers the additional weight of her words. _____
- 26. She is a self-starter, demonstrating initiative on a regular basis. _____
- 27. She takes responsibility for her own personal and professional growth. _____
- 28. She takes initiative to build positive relationships. _____
- 29. She sincerely apologizes when she has offended someone. _____
- 30. She does the right thing in spite of anxiety or fear. _____
- 31. She can receive criticism and sift it for something of value. _____
- 32. She maintains her composure under pressure. _____
- 33. Her personal presentation (appearance, dress, manners) are consistent with her desired leadership role. _____

Any helpful observations: _____

“In three words, she is all about: _____,

_____, and _____.”

“One thing she could do to be a better leader or manager is _____

_____.”