



# 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. He knows where he wants to go as a leader. \_\_\_\_\_
- 2. He is able to communicate his thoughts and goals clearly. \_\_\_\_\_
- 3. He is able to win followers. \_\_\_\_\_
- 4. Rate his overall leadership credibility. \_\_\_\_\_

Any helpful observations: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

## II. Professional Competence (Knowledge & Skills).

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



6. Rate his work in terms of **timeliness**. \_\_\_\_\_

Any helpful observations: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

**III. Personal Conduct (Behaviors).**

1. He has a clear vision on how the future can be better. \_\_\_\_\_

2. He is able to articulate where he wants to go. \_\_\_\_\_

3. He imparts encouragement and hope to others. \_\_\_\_\_

4. The attitude he expresses is typically optimistic. \_\_\_\_\_

5. His speech is thoughtfully considered rather than impulsive. \_\_\_\_\_

6. He knows and can articulate what he genuinely believes. \_\_\_\_\_

7. He will hold to what he believes even when there's a cost attached. \_\_\_\_\_

8. His personal convictions are held with courtesy and respect for others. \_\_\_\_\_

9. He can articulate a clear purpose statement. \_\_\_\_\_

10. He can define reality regarding key issues for his team. \_\_\_\_\_

11. He gives clear expectations to subordinates. \_\_\_\_\_

12. His public appearance, behavior, and speech are authentic. \_\_\_\_\_

13. He makes an effort to listen to others. \_\_\_\_\_

14. He seeks to serve others, providing resources and removing obstacles. \_\_\_\_\_

15. He can connect daily work to a greater or higher purpose. \_\_\_\_\_

16. He values the contributions of all members of his team. \_\_\_\_\_

17. He shares the credit for successes with others. \_\_\_\_\_

18. When failure occurs, he looks at himself first and owns his part in it. \_\_\_\_\_



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

Any helpful observations: \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

“In three words, he is all about: \_\_\_\_\_,  
 \_\_\_\_\_, and \_\_\_\_\_.”

“One thing he could do to be a better leader or manager is \_\_\_\_\_  
 \_\_\_\_\_.”