



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 _____
 _____.”