

# Assessment Questionnaire: Leadership Potential



Most leadership characteristics can be learned with time and experience. Some are inborn or natural to an individual and are harder to develop. These result in the people who have been leaders since kindergarten: the born leaders.

There are several keys to strong leadership abilities. Some are beyond the obvious. How strong is the leader in you? Can you motivate and influence others? Do you have what it takes naturally? Do you have all the learned skills? Could you work on developing some more leadership skills?

Please read each statement and record your level of agreement on the scale of 1 to 5.

1 = Completely False  
2 = Mostly False  
3 = Neither True or False

4 = Mostly True  
5 = Completely True

1 2 3 4 5

1. I remember being an 'organizer' when I was young- I would plan birthday parties, sleepovers, school trips...whenever something exciting was going on, you could be sure that I was at the head of it.
2. When trying to build and lead an effective team, I help the team members to become committed to the success of the team as well as to their personal success
3. Whenever I have been involved in projects, I almost always enjoying serving as the team leader or project manager
4. I have always had a knack for getting people worked up and inspired around various important issues.
5. I seem to be very skilled at generating trust among employees and team members.
6. Words that others would use to describe me include, 'driven, focused, inspirational, and empowering.
7. Teachers and professors have told me that I have a unique ability to gather people and encourage them to get involved with various projects.
8. I have been told that my abilities to be highly decisive and focused have helped to improve my team's performance.
9. When I was back in school, my teachers used to say that I would be an excellent leader someday.
10. I provide my team members with praise and helpful feedback
11. I hold myself and my team members to a high level of excellence but not to rigid perfectionistic standards.
12. In leading an effective team, I typically help the team to be creative and avoid group think (cohesiveness resulting in reduced creativity).
13. When I think about my career path, one of my primary goals has always been to obtain a top leadership position.
14. I remember starting different social or professional clubs or organizations when I was younger.
15. If my parents or other family members were asked about my traits when I was a child and teenager, they would say that I loved directing people and activities.
16. I provide a great deal of feedback to people on my team.
17. I have always really enjoyed orchestrating activities, whether they are projects at work, outings with friends, or surprise parties, I've always loved being at the heart of the process.
18. It is typical for me to think about how much I enjoy helping others to do their jobs the best that they can.
19. People have often told me that I am able to get team members committed and energized for new projects.
20. I like to encourage the people I lead to be autonomous individually and also interdependent within the team.
21. I have received positive feedback several times about my leadership abilities.
22. I always used to volunteer to be the team captain in gym class or in school projects.
23. I understand the stages of team development, such as forming, conforming, storming, and performing very well .
24. When I was in college (or high school), I began at least one major project, activity, or campus organization and appointed myself as the president or coordinator.
25. Leading a group of people to victory (or defeat as long as we did our best) is among my favorite things to do.
26. People close to me tell me that I need to pursue leadership positions since I seem to be naturally gifted in this area.
27. I have always been good at recognizing different people's core competencies and helping them to develop these areas.
28. If I could choose my dream job, it would definitely be something that involves leading and motivating people.
29. When I talk, people seem to truly listen and take action on my ideas.
30. I remember many times in which I took the lead on projects and got excellent feedback from all people involved.

31. Name

32. Email

33: Tel No,

**Thank you for taking the time to fill out the form - we aim to respond to your form within 2 working days**