Self Assessment Results

Thank you for filling out the questionnaire. Your results are shown below:

Envision

Your Envision total was 24 out of 35.
The Average Envision total is 27.

Not bad – but we’d suggest you go through each of the questions and evaluate where your responses were not as specific as you think they could be. Get the mission right, and the strategies decisive, and the rest will start to follow. Make the mission fuzzy, and it doesn’t matter how good the plan is, it will fail. And don’t procrastinate.

See where your weakest scores are. Write down a more specific response, in each case from TWO ANGLES - your perspective, and also that of your organization. Then, is the item clear in your mind, or is it that your organization is not “on board”? Build up (iteratively) a fine-tuning of the vision and strategic choices.

Enable

Your Enable total was 24 out of 40.
The average Enable total is 29.

You are on the way. You have some good thoughts on what it takes to “win” and to “meet your goals”, although not as clear and consistent as they could be. Consider being very “black and white”.

On one side of the page, write down a complete inventory of your INTELLECTUAL ASSETS, your RESOURCES (physical, financial, skill set), and your NETWORKS. On the other side of the page, be ruthless in deciding whether each one will give you an advantage, or at least neutralize weaknesses. And also write down what COMPETITIVE ADVANTAGES YOU NEED to win, and see if you can find them.

Remember, to “win” something else has to loose ... and this is not just a business issue. For example, to beat poverty in developing countries, your tools had better have a real advantage over whatever is being done right now.

Empower

Your empower total was 21 out of 30.
The average Empower total is 22.

Excellent. Now test yourself and your team.

See how you might improve – especially in two areas which often trip us all up – providing more INNOVATION SPACE for everyone in your team, and getting clearer PERSONAL DEVELOPMENT PLANS in place. Remember, empowerment is a CONTRACT between Leader and follower, and the Leader must make the running. Also, consider getting everyone in the team to use a 360° feedback program, to help them improve over time.
Energize

Your energize total was 36 out of 45.
The average energize total is 36.

Top of the range – a powerful place to be.

Now, write down exactly what your “LEADERSHIP STORY” is. It is not a fairy tale, it is something you deeply believe in, something which is both goal and people oriented, and which you are prepared to talk about every time you are with your team. Measure yourself against the “story”.

Also, help the members of the team to develop their own “stories”, so they can support each other.

Total

Your total was 105 out of 150.
The average grand total is .

You are off to a good start. You probably have a lot of the basics, but are yet to feel 100% comfortable in the Leadership role.

Get better by refining the vision and the tools that can help you and the team “win”. The tighter the vision, the clearer the strategies and choices, and the more likely success will be. Also, a detailed, formal attention to the individual items on the questionnaire is the way to do better. Be methodical, and plan your improvements.

Draw up a formal communication strategy with your team, and study all you can about Leadership. Above all, enjoy what you are doing – and the infection will spread to the team.

And please study the 4E’s Leadership Framework on LeaderValues!