

Leadership Self-Qualifying Survey

Rate on the 1-5 scale the degree to which you act as described in each item.

Rarely	Sometimes	Often	Usually	Always
1	2	3	4	5

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1. I don't just make decisions, I take the actions required to carry them out.
 2. I am persuasive in influencing the goals that drive the people I lead.
 3. I work interactively with the people I lead to set a high standard of effort.
 4. I seek opportunities to improve the selection and placement of people on my team.
 5. I commit my own energy and abilities to reach team goals.
 6. I provide the people I lead options in how they achieve their goals.
 7. I value different approaches for problem solving among those I lead.
 8. I strive toward team performance rather than toward my individual achievement.
 9. I persevere against all odds when my team is threatened.
 10. I guide conative conflicts (conflicts over methods) among my team members toward productive use of their differences.
 11. I avoid favoring people who do things my way and reward those who achieve in their own ways.
 12. I foster synergy by getting people of differing types to work cooperatively toward shared goals.
- Total of the numbers in all of the boxes.

If you scored 40 or more on this Leadership questionnaire, you are ready to benefit from the use of Kolbe's Leadership Analytics.

If you scored between 30-40, you need to carefully consider how you can act on as many of the following Conables® Tips as possible.

If you scored 29 or less, work closely with a Kolbe Certified™ Consultant to determine which numbers need to be raised.