



LAMAR INSTITUTE OF TECHNOLOGY

A Member of The Texas State University System

Leadership Self-Assessment

LIT values the importance of effective leadership at all levels within the organization. Effective leaders inspire others, drive performance, and help to cultivate positive, cooperative work cultures. One of the first steps to becoming a great leader and/or improving your existing leadership skills is to conduct a self-assessment.

The following self-assessment will help you to identify some of the leadership skills in which you are already performing well and therefore can better leverage to achieve optimal results. Additionally, the self-assessment will point to some of the areas in which you may need further development.

Instructions:

For each of the below-listed categories rank your current mastery level using only one of the following choices:

- Below Average (BA)
- Average (A)
- Above Average (AA)

You should rate yourself honestly – acknowledging where you are **now** in your leadership development.

Following completion of the self-assessment, LIT recommends focusing your improvement in those categories in which you gave yourself a below-average rating, while leveraging your above-average skills and continuing to hone your average skills for further improvement. At the bottom of the self-assessment, there is information on how to access tools to help you improve your leadership skills.

Please note that many of these skills may take time to develop and do not indicate that you must master them all first before becoming an effective leader. This self-assessment is intended to guide you in your ongoing development and assist you in helping to obtain your career goals. You may use this self-assessment independently, or with your supervisor, to help develop your personal leadership development plan.

	BA	A	AA
TRUST			
I follow through on commitments I make.			
I model the behaviors I expect in others.			
I respond to others in a timely and helpful manner.			
I am honest and sincere in my dealings with others.			
I treat others with dignity and respect.			
I am consistent – in performance and attitude.			
I admit when I am wrong, and I apologize.			
I know and respect that my actions may impact others' self-esteem.			
COMMUNICATION			
I listen attentively to others.			
I ensure that I understand others' meanings through clarification.			
I communicate messages clearly and succinctly so that others understand me.			
I am able to effectively handle difficult/critical conversations with others.			
I share information readily with others.			
I seek input from others.			

I am comfortable expressing a differing view in an effective manner.			
I influence others through what I say and how I say it.			
EMOTIONAL INTELLIGENCE & ATTITUDE			
I show an interest in learning about others and their goals.	BA	A	AA
I am empathetic to others, and they know I care about them.			
I pay attention to others' cues and adjust myself and my message accordingly.			
I practice reward and recognition of others.			
I value diversity.			
I show passion and enthusiasm.			
I remain optimistic, even in the light of challenges.			
I control my language and behavior because I am aware of how I may be perceived by others.			
I handle stressful/high-pressure situations effectively and with poise.			
TEAMWORK			
I know how to get a group focused on and bought-in to one shared vision.	BA	A	AA
I value each team member's contribution to the team.			
I ensure that communication amongst team members is effective and supported.			
I am adept at knowing each team member's unique talents and how best to leverage them for the group's success.			
I am not threatened by others' skills, and I provide opportunities for others to shine.			
I ensure the group stays on task and on time with the team/project deliverables.			
I know that I cannot do it all, and I delegate accordingly.			
I work to solve problems, not blame others, when there are obstacles.			
SELF-IMPROVEMENT			
I seek out new methods and knowledge to continually educate and grow myself.	BA	A	AA
I practice self-reflection.			
I seek feedback from others regarding my performance.			
I learn from failures or set-backs and do not let them erode my self-worth.			
I am aware of my weaknesses and work towards improving them and/or leveraging against them.			

Leadership Resources:

- VectorSolutions, LIT's Learning Management System (lit-tx.safecolleges.com)
 - LIT employees have access to hundreds of training courses.
 - For your user account information, please contact LIT's HR department.
- Humana, LIT's Employee Assistance Program (humana.eapwl.com)
 - LIT employees have access to a myriad of resources, including Humana's "Tools for managers"
 - Username and Password: lamarred
- Other:
 - Check out Blackboard for relevant, published training
 - Subscribe to newsletters and publications that enhance your growth
 - Trial LinkedIn Learning
 - MindTools.com