

# LEADERSHIP DEVELOPMENT SELF-ASSESSMENT



# Self-Assessment Questions

Rate each statement using the following scale:

1: Strongly Disagree 2: Disagree 3: Neutral/Sometimes 4: Agree 5: Strongly Agree

Be as honest as possible. The goal is not to “score well,” but to identify opportunities for improvement.

## Leadership Strategy

Our organization has a clearly defined leadership development strategy.	
Our leadership expectations and standards are clearly communicated across the organization.	
Leadership skills are considered just as important as technical skills when promoting employees.	

## Manager Preparation

New managers receive structured onboarding or training when they are promoted.	
Managers receive guidance on how to lead teams, not just manage tasks.	
Leaders are trained in communication, conflict resolution, and emotional intelligence.	



## Self-Assessment Questions Continued

Rate each statement using the following scale:

1.: Strongly Disagree 2: Disagree 3: Neutral/Sometimes 4: Agree 5: Strongly Agree

Be as honest as possible. The goal is not to “score well,” but to identify opportunities for improvement.

### Developing Others

Managers are trained on how to coach and develop their teams.	
Employees understand what growth opportunities exist within the organization.	
Team members receive meaningful feedback that helps them improve and grow.	

### Leadership Coaching

Leaders receive regular feedback on their leadership effectiveness.	
Our organization provides ongoing leadership education, coaching, or professional development.	
Leadership growth is viewed as an ongoing process rather than a one-time training event.	

# Leadership Maturity Scoring Chart

Add your total score below:

(10 questions x max 5 points = 50 possible)

Level 1: Reactive Leadership	Level 2: Emerging Leadership Structure	Level 3: Structured Leadership Development	Level 4: Strategic Leadership Culture
10-20 Points	21-35 Points	36-45 Points	46-50 Points
Leadership development is informal or non-existent. Managers rely on experience and instinct rather than structured skill building.	Some leadership development exists but may lack consistency.	Your organization has foundational systems in place.	Leadership development is embedded into culture and strategy.
<b>Common Symptoms:</b> <ul style="list-style-type: none"> <li>Inconsistent management styles</li> <li>High frustration within teams</li> <li>Frequent miscommunication</li> <li>Leadership burnout</li> </ul>	<b>Common Symptoms:</b> <ul style="list-style-type: none"> <li>Some strong leaders, some struggling</li> <li>Limited coaching structure</li> <li>Feedback is inconsistent</li> <li>Promotions based mostly on technical performance</li> </ul>	<b>Characteristics:</b> <ul style="list-style-type: none"> <li>Clear leadership expectations</li> <li>Defined onboarding for managers</li> <li>Some coaching and education programs</li> <li>Intentional communication standards</li> </ul>	<b>Characteristics:</b> <ul style="list-style-type: none"> <li>Continuous leadership education</li> <li>Coaching culture</li> <li>Succession planning</li> <li>Leadership accountability metrics</li> </ul>

## Core Leadership Competencies for High-Performing Teams

Strong leaders are not defined by title — they are defined by capability.

When one or more of these competencies is underdeveloped, performance gaps begin to appear in team morale, productivity, and retention.

Use the wheel to informally rate each competency from 1–5 and identify where development is needed.



# Team Leadership Gap Analysis

## Step 1: Identify Priority Gaps

Which 2-3 leadership competencies are weakest in your organization?

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

## Step 2: Impact Assessment

If these gaps remain unresolved, how will they affect:

1. Team Morale: \_\_\_\_\_
2. Productivity: \_\_\_\_\_
3. Retention: \_\_\_\_\_
4. Client Experience: \_\_\_\_\_

## Step 3: Root Cause Reflection

Are these gaps caused by:

- Lack of training
- Unclear expectations
- Poor feedback systems
- Rapid growth without development
- Leadership overload
- Other: \_\_\_\_\_

## Step 4: Immediate Next Step

What is one concrete action you can take within the next 30 days?

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# 5 Warning Signs Your Managers Are Struggling

Even high-performing managers can struggle silently.  
Look for these indicators:



## **High Team Turnover**

Frequent exits often signal leadership gaps rather than employee weakness.



## **Avoidance of Difficult Conversations**

Performance issues linger because managers lack confidence in addressing conflict.



## **Constant Firefighting**

Managers operate reactively instead of strategically.



## **Low Team Engagement**

Team members appear disengaged, unclear on expectations, or unmotivated.



## **Leadership Burnout**

Managers feel overwhelmed, exhausted, or unsupported.

If multiple signs are present, structured leadership development is not optional — it is urgent.

## Scoring Your Results

*Add your scores together and review the guidance below.*

### **Mostly 1–2: Reactive Leadership Development**

- Your organization may be relying on leadership potential rather than actively developing leadership capability.
- Without structured development, many leaders are forced to learn through trial and error, which can lead to inconsistent management, team frustration, and leadership burnout.
- This is a common challenge for growing organizations.
- The good news is that leadership capability can be developed quickly once intentional systems are in place.

### **Mostly 3: Inconsistent Leadership Support**

- Your organization has taken some steps to support leadership development, but the approach may not yet be consistent across teams.
- Some leaders may be effective while others struggle due to lack of training or clear expectations.
- Organizations at this stage often benefit from creating a more structured leadership development framework that ensures all leaders receive the same foundational skills.

### **Mostly 4–5: Intentional Leadership Development**

- Your organization is taking a proactive approach to building leadership capability.
- Leaders are more likely to communicate effectively, develop their teams, and create strong working environments.

Organizations that consistently invest in leadership development often experience: higher employee engagement, stronger team performance, better retention of top talent, more consistent decision-making. Continue reinforcing leadership development through ongoing education and coaching. Leadership growth should never stop.

# Why Leadership Development Matters

Leadership quality directly impacts:

- Employee engagement
- Productivity
- Workplace culture
- Retention of top talent
- Long-term organizational performance

Research consistently shows that **employees don't leave companies — they leave poor leadership.**

When leaders lack the skills to communicate clearly, provide feedback, and support their teams, organizations often experience unnecessary turnover, frustration, and stalled growth.

Developing leaders intentionally helps organizations create stronger teams, healthier work environments, and sustainable success.

## Action Steps

If your assessment revealed opportunities for improvement, the first step is simple:

### Make Leadership Development Intentional

This may include:

- Establishing clear leadership expectations
- Providing foundational leadership training
- Equipping managers with coaching skills
- Investing in ongoing leadership education

***Leadership is not just a role — it is a skillset that must be developed.***

Organizations that prioritize leadership development build stronger teams, retain top talent, and create environments where people and performance thrive.

If you want stronger teams, better leaders, and a culture that people choose to stay part of, it starts with investing in your leaders.

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**Cornerstones of Leadership  
Course Today!**

