

# LEADERSHIP CODE™

## SELF ASSESSMENT

Being an effective leader starts with the self. If you want to build leadership in your organization, you need to model what you want others to know and do. This short assessment explores the strengths and weaknesses you see in yourself as a leader. The assessment is divided into the five sections representing the five “rules” of leadership that we call The Leadership Code. For automatic scoring, complete the self-assessment by clicking on the answers below with your mouse. Then consult page 2 for your scores.

**Reset Form**

Scale: 1 Low ◀.....▶ High 10

### Strategist

I have a point of view about the future	1	2	3	4	5	6	7	8	9	10
I create a customer-centric view of strategy	1	2	3	4	5	6	7	8	9	10
I engage my organization in developing strategy	1	2	3	4	5	6	7	8	9	10
I create strategic traction in my organization	1	2	3	4	5	6	7	8	9	10

### Executor

I make change happen	1	2	3	4	5	6	7	8	9	10
I follow a decision protocol	1	2	3	4	5	6	7	8	9	10
I ensure accountability	1	2	3	4	5	6	7	8	9	10
I build teams	1	2	3	4	5	6	7	8	9	10
I ensure technical proficiency	1	2	3	4	5	6	7	8	9	10

### Talent Manager

I communicate effectively	1	2	3	4	5	6	7	8	9	10
I create aligned direction	1	2	3	4	5	6	7	8	9	10
I strengthen competency in my organization	1	2	3	4	5	6	7	8	9	10
I resource to cope with demands	1	2	3	4	5	6	7	8	9	10
I create a positive work environment	1	2	3	4	5	6	7	8	9	10

### Human Capital Developer

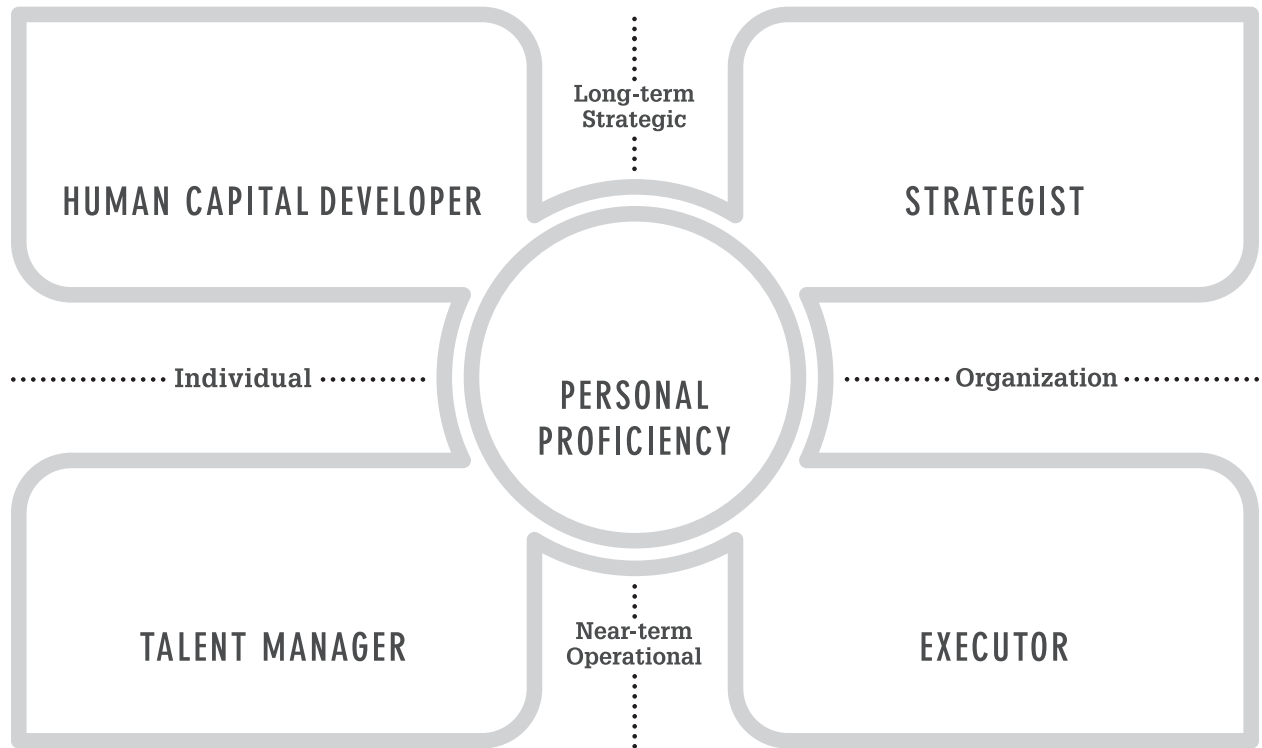
I map the workforce	1	2	3	4	5	6	7	8	9	10
I link firm and employee brand	1	2	3	4	5	6	7	8	9	10
I help people manage their careers	1	2	3	4	5	6	7	8	9	10
I find and develop next generation talent	1	2	3	4	5	6	7	8	9	10
I encourage networks and relationships in the organization	1	2	3	4	5	6	7	8	9	10

### Personal Proficiency

I practice clear thinking	1	2	3	4	5	6	7	8	9	10
I know myself	1	2	3	4	5	6	7	8	9	10
I tolerate stress	1	2	3	4	5	6	7	8	9	10
I demonstrate learning agility	1	2	3	4	5	6	7	8	9	10
I tend to character and integrity	1	2	3	4	5	6	7	8	9	10
I take care of myself	1	2	3	4	5	6	7	8	9	10
I have personal energy and passion	1	2	3	4	5	6	7	8	9	10

## Your Scores

In an effort to help you understand your strengths and potential weaknesses, we have mapped out the elements of the Leadership Code on two dimensions (Time and Focus) and placed Personal Proficiency at the center as an underlying support for the other four. This figure synthesizes the Leadership Code and provides a summary of your score.



## Understanding Your Assessment

**Step 1.** The first four domains of the Leadership Code—Strategist, Executor, Talent Manager and Human Capital Developer—what we call the “Action Domains”, identify which domain had the highest average score. This is your area of strength in the Leadership Code. In our experience, effective leaders must have at least one towering strength. This is the signature strength of your leadership. The higher up the organization, the more you need to develop excellence in more than one of the four domains.

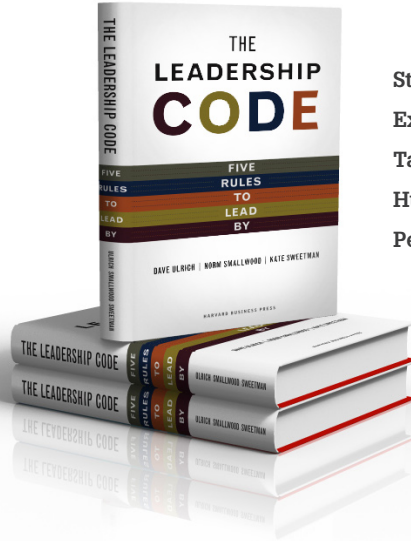
**Step 2.** All leaders must be at least average in his/her “weaker” leadership domains. If you scored less than six in the other three action domains, pay special attention to the related chapter in the book and look for personal development opportunities.

**Step 3.** If you scored six or lower on any of the items in the Personal Proficiency domain, identify how you might build your competency in this area to ensure sustained leadership effectiveness. All leaders must excel at Personal Proficiency. Without the foundation of trust and credibility, you cannot ask others to follow you. While individuals may have different styles (introvert vs. extrovert, intuitive vs. sensing, etc.), any individual leader must be seen as having personal proficiency to engage followers.

**Step 4.** Consider getting additional points of view on your leadership effectiveness by using the Leadership Code 360™. In most cases, other people’s perceptions of your performance will differ from yours and provide critical insights on where to focus development efforts. Call the number below for more information about the Leadership Code 360 Assessment.

## Personal Development Ideas

If your average score in any domain is less than six, please read the chapter in The Leadership Code that correspond to that section. We also suggest watching the online videos related to that section that are available at [www.leadershipcodebook.com](http://www.leadershipcodebook.com).



Strategist .....	Chapter 2
Executor .....	Chapter 3
Talent Manager .....	Chapter 4
Human Capital Developer .....	Chapter 5
Personal Proficiency .....	Chapter 6

## Comprehensive Leadership Code Assessment & Workshops

For a more comprehensive assessment of your leadership strengths and weaknesses, take one of our detailed leadership code assessments or attend a Leadership Code workshop:



### Leadership Code Self Assessment

An more complete individual assessment designed to help leaders identify personal strengths and potential weaknesses across the five domains of the Leadership Code.



### Leadership Code 360 Assessment

A comprehensive leadership assessment that incorporates feedback from supervisors, direct report, peers and others (such as customers).



### Leadership Code Feedback Workshop

A one-day workshop that helps leaders make the most of the feedback they receive from the Leadership Code 360.

For more information,  
email [sales@rbl.net](mailto:sales@rbl.net) or call **1-800-373-4238**