



# Principle-Centered Leadership<sup>™</sup> Assessment

# Principle-Centered Leadership™ Assessment

Reflect on the statements below and select one response (never, sometimes, usually, or always) that best describes you. If you are taking the assessment on a computer, be sure to take the assessment using Adobe Acrobat™ for the best experience.

	NEVER	SOMETIMES	USUALLY	ALWAYS
RESPONSIBILITY I accept responsibility for my actions rather than make excuses.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
CREDIBILITY I am highly competent in my job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
INFLUENCE People tend to look to me for leadership.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
BUILDING TRUST I keep commitments when I make them.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
COACHING I ask key questions that allow people to grow and develop.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
INITIATIVE I take initiative to get things done.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
EMPOWERING OTHERS I tend to trust others.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
NEGOTIATION I work to find solutions that benefit everyone.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
RELATIONSHIPS I act in everyone's best interest.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
RELATIONSHIPS I make building relationships a priority.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
COMMUNICATION I speak straightforwardly, without spin.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
BUILDING TRUST I put the success of my organization above my own ambition.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
TEAM VISION I involve others to set a compelling vision.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
BUILDING TRUST I work to build trust with others.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	NEVER	SOMETIMES	USUALLY	ALWAYS
<p>TIME MANAGEMENT</p> <p>I stay focused and do not let distractions dominate my day.</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>COMMUNICATION</p> <p>I am genuinely interested in listening to the views of others.</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>COLLABORATION</p> <p>I am genuinely open to rethinking ideas.</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>PERSONAL VISION</p> <p>I have a clear sense of purpose in life.</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>SETTING STRATEGY</p> <p>I clearly define the most important goals for my team.</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>DECISION MAKING</p> <p>I seek to understand the needs of key stakeholders before making decisions.</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>EXECUTION</p> <p>I have a clear process that helps people better execute on key initiatives and goals.</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>INTEGRITY</p> <p>I act in accordance with my values and principles.</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>EMPOWERING OTHERS</p> <p>I empower people closest to the work to make decisions.</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>INITIATIVE</p> <p>I work to solve problems rather than avoid them.</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>EMOTIONAL INTELLIGENCE</p> <p>I am considerate of other people's feelings.</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>WELLNESS</p> <p>I take time to care for my physical health.</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>ALIGNING SYSTEMS</p> <p>I ensure the right people are in the right roles.</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>PROVIDING FEEDBACK</p> <p>I am open to candid feedback from others.</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	NEVER	SOMETIMES	USUALLY	ALWAYS
<p>ALIGNING SYSTEMS</p> <p>I meet consistently with my team to discuss progress on our most important goals.</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>EMPOWERING OTHERS</p> <p>I allow people the freedom and latitude they need to accomplish their work.</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>VALUING DIFFERENCES</p> <p>I seek out the strengths of others to get things done.</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>EMPOWERING OTHERS</p> <p>I extend trust to others.</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>PERSONAL VISION</p> <p>I begin projects with a clear understanding of desired results.</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>BUILDING CULTURE</p> <p>I create a culture where everyone is accountable for results.</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>TIME MANAGEMENT</p> <p>I plan ahead to avoid working in crisis mode.</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>COMMUNICATION</p> <p>When I feel strongly about a situation, I communicate respectfully.</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>PRODUCTIVITY</p> <p>I focus my time and energy on things that will make the biggest difference in achieving my goals.</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>INTEGRITY</p> <p>I show courage and take a stand for what I think is right.</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>COLLABORATION</p> <p>I work collaboratively with others to find better solutions.</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>BUILDING CULTURE</p> <p>I intentionally focus on building a positive team culture.</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	NEVER	SOMETIMES	USUALLY	ALWAYS
<p>CONFLICT MANAGEMENT</p> <p>I genuinely listen and try to understand others.</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>BUILDING TRUST</p> <p>I consistently discuss and clarify expectations with others.</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>TALENT MANAGEMENT</p> <p>I help people tap into their talents and passion at work.</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>SETTING STRATEGY</p> <p>I make decisions that focus the team's energy and resources on the most important goals.</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>BUILDING CULTURE</p> <p>I treat everyone with respect.</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>DECISION MAKING</p> <p>I gather input and insight before making decisions about where to focus my team's efforts.</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>INFLUENCE</p> <p>I have a track record of delivering expected results.</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>ALIGNING SYSTEMS</p> <p>I establish clear measures to track progress on the team's most important activities.</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>PROVIDING FEEDBACK</p> <p>I am comfortable giving tough feedback in a helpful way.</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>GOAL ACHIEVEMENT</p> <p>I consistently achieve my most important goals.</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>EXECUTION</p> <p>People can count on my team to get the right things done.</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>ALIGNING SYSTEMS</p> <p>I establish clear measures to track progress on the most important goals.</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

# What is your leadership score?

Return back to the survey and calculate the number of points you earned for each category. Then, add the total below for your leadership score. Remember, just like your credit score, you can fix this!

ALWAYS	4 pts. ea.	X		=	
USUALLY	3 pts. ea.	X		=	
SOMETIMES	2 pts. ea.	X		=	
NEVER	1 pts. ea.	X		=	
TOTAL					



Poor Leader  
0-51

Yikes! You have some work to do. Let's talk.



Average Leader  
52-156

You're a good leader, but you can improve.



Great Leader  
157-208

You are demonstrating Principle-Centered Leadership™.



## Which skills need some work?

Return to the survey again. This time, review the areas you scored lowest in and reference the leadership skill (in small print) that follows the statement. Is there a consistent category you struggle in? If you're like most leaders, there are multiple skills that need to be improved.

# 30 LeaderU Leadership Skills

The 30 LeaderU leadership skills represent the most in-demand competencies in the workplace today, based on timeless principles of effectiveness and introduced in LeaderU leadership courses. The following leadership skills are categorized by personal, interpersonal, and strategic (managerial and organizational).

PERSONAL EFFECTIVENESS	INTERPERSONAL EFFECTIVENESS	STRATEGIC LEADERSHIP
Responsibility	Relationships	Decision Making
Initiative	Communication	Team Vision
Personal Vision	Valuing Differences	Setting Strategy
Self-Discipline	Collaboration	Holding Others Accountable
Integrity	Negotiation	Aligning Systems
Time Management	Conflict Management	Empowering Others
Productivity	Building Trust	Building Culture
Goal Achievement	Influence	Coaching
Credibility	Emotional Intelligence	Talent Management
Wellness	Providing Feedback	Execution



# LeaderU Course Comparison

The table below compares all courses to LeaderU Leadership Skills. Establish yourself as a principle-centered leader by developing all 30 leadership skills and earning a Leadership Mastery Certificate.

	Leadership Mastery Certification				
	 THE 7 HABITS of Highly Effective People®	 The 4 Essential Roles of LEADERSHIP	 Leading at the SPEED of TRUST	 The 4 Disciplines of Execution	 THE 5 CHOICES to extraordinary productivity
Responsibility	●	●	●	●	●
Initiative	●	●		●	●
Personal Vision	●				
Self-Discipline	●			●	●
Integrity	●		●		
Time Management	●				●
Productivity	●			●	●
Goal Achievement	●	●		●	●
Credibility	●		●		●
Wellness	●		●		●
Relationships	●		●		●
Communication	●	●	●		
Valuing Differences	●	●	●		
Collaboration	●		●		
Negotiation	●		●		
Conflict Management	●		●		
Building Trust	●	●	●		
Influence	●	●	●		
Emotional Intelligence	●	●	●		
Providing Feedback		●	●		
Decision Making		●		●	
Team Vision		●		●	
Setting Strategy		●		●	
Holding Others Accountable		●	●	●	
Aligning Systems		●		●	
Empowering Others		●	●	●	
Building Culture		●	●	●	
Coaching		●		●	
Talent Management		●		●	
Execution		●		●	

For questions or more information, please visit [www.leaderu.us](http://www.leaderu.us) or email [support@leaderu.us](mailto:support@leaderu.us).