

Serving Leader Self-Assessment

Serving Leaders:

- Run to great purpose** by holding out—in front of their team, business, or community—a “reason why” that is so big that it requires “give me just a minute” and motivates everybody’s very best effort.
- Blaze the trail** by teaching Serving Leader principles and practices and by removing obstacles to performance. These actions multiply the Serving Leader’s impact by educating and activating tier after tier of leadership.
- Upend the pyramid** of conventional management thinking. They put themselves at the bottom of the pyramid and unleash the energy, excitement, and talents of the team, the business, and the community.
- Build on strength** by arranging each person in the team, the business, and the community to contribute what he or she is best at. This improves everyone’s performance and solidifies teams by aligning the strengths of many people.
- Raise the bar** of expectation by being highly selective in the choice of team leaders and by establishing high standards of performance. These actions build a culture of performance throughout the team, business, or community.



Run to Great Purpose	Consistently	Often	Sometimes	Not Really
I engage others in creating and communicating an inspiring vision, mission, and values.				
I convey how the organization’s mission relates to a higher purpose and calling, and continually communicate vision, mission, and values to others in a way that is clear, memorable, and compelling.				
I am skilled at working with others to develop strategic actions that move people from current state to desired outcomes.				
I model the way—my actions are aligned with my intentions, promises, and commitments				
I demonstrate motivation beyond self-interest by collaboratively serving others and the greater good.				

Upend the Pyramid	Consistently	Often	Sometimes	Not Really
I select from multiple decision-making process options, i.e., delegation, consensus, unilateral, etc., according to the situation.				
I establish open communication and share relevant information freely and transparently.				
I create a positive work environment where everyone believes their efforts have an impact.				
I provide positive, frequent feedback on what people are doing well.				
I am fully present by giving focused attention when interacting with others.				
I appreciate and effectively utilize the diversity of team members’ backgrounds, experiences, and ideas.				
I take responsibility for my actions, rather than blaming and criticizing others.				

Serving Leader Self-Assessment (cont.)

Raise the Bar	Consistently	Often	Sometimes	Not Really
I communicate positive possibilities and high expectations, and work with others to ensure the achievement of challenging goals.				
I am highly selective in the choice of team leaders and members.				
I connect greater purpose to daily life by linking the organization's mission to individuals' goals and responsibilities.				
I align goals of individuals, departments, and the enterprise and seek to resolve conflicts that arise between them.				
I effectively manage commitments and keep promises or renegotiate to ensure the desired outcomes are achieved.				
I ensure continuous improvement progress checks by seeking and utilizing feedback and making appropriate adjustments.				

Blaze the Trail	Consistently	Often	Sometimes	Not Really
I create added value by freely giving away my knowledge and teaching others what I have learned.				
I coach others by giving constructive feedback about how they can best contribute and succeed.				
I equip others by offering support, information, and resources necessary to ensure success.				
I achieve desired outcomes by eliminating unnecessary activity, choke points, and red tape.				
I proactively resolve interpersonal conflict to balance both relationship and task accomplishment.				
I actively build community by offering meaningful work and making people a part of the process.				

Build On Strengths	Consistently	Often	Sometimes	Not Really
I focus on maximizing assets, strengths, and synergies versus solely on deficit reduction.				
I recognize that in order to achieve personal and organizational success, I must help others succeed.				
I work to address my gaps by connecting with others' complementary strengths.				
I place people in team roles where strengths complement each other.				