



Leadership Licence Test

Answer either **YES**, **SOMEWHAT** or **NO** to the following questions. How to score your answers is at the end.

Managing and Leading

1. Do you know the difference between managing and leading and is your focus on the latter?

Vision

2. Do you have a clear vision for yourself for the future?
3. Do you have a vision for your group or team?
4. Is there a clear, shared vision for your organisation?
5. Do you help individuals to develop a personal vision?

Authenticity

6. Do you do what you say you are going to do?
7. Do you have difficult conversations immediately?
8. Are you leading with honesty?
9. Are you the same on the outside as you are on the inside?

Action

10. Are you making time to lead through good time management?
11. Are you committed to planning?
12. Are you focused on change?
13. Are you taking risks?

Responsibility

14. Do you understand and accept the responsibilities of your job?
15. Are you clear with others about what you expect from them?
16. Do you give your support and trust to others?
17. Do you create accountability in your team?

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Inspiration

18. Do you lead and therefore inspire others by example?
19. Are you 'lifting' the performance of others?
20. Are you focused on growing more leaders, not just followers?
21. Are you creating your legacy now?

Scoring: Score 2 points for every yes, 1 point for every somewhat and no points for every no. Tally your scores up and compare the total to the following.

More than 33: Outstanding! Well done on your effective leadership.

Between 22 and 32: Good result! Strive to do better by identifying where you can improve.

Between 12 and 21: Caution! You need to act now to improve your leadership. Look to where you answered 'no' and work on these.

Less than 11: Alarm bells! You have many areas to work on your leadership. Seek help now.

Of course the above is just a guide. The key to better leadership is to look where you scored lowest and work on those areas. Get in touch if we can help.

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For more information and to order your copy of the book, go to

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