

OLF self-assessment

Considering current practices & next steps

Background

[Open leadership](#) is a set of principles, practices, and skills people can use to mobilize their communities to solve shared problems and achieve shared goals.

Open leaders design, build and empower projects and communities for understanding, sharing, and participation and inclusion.

Completing this self-assessment will help you discover how often you take those principles and practices into account as your practice open leadership in the projects and communities you serve. You can then focus on learning and practising the skills that will improve your practice.

Story

Hector, the open evangelist

Before

Hector is an evangelist for openness working at a media policy non-profit. A colleague emails him a link they found to the Open Leadership Framework. Hector spends an afternoon reviewing and critiquing the framework and then imagines ways he might adapt and apply its principles, practices, and skills in his own work and in his organization.

Use-case

Hector tries the self-assessment use-case to see how well his beliefs and practices align with the framework and to identify areas of personal and professional development he might pursue as a self-identified open leader. He finds that while he often designs and builds projects for open participation, he doesn't empower others to take on leadership roles in his projects as much as he thought he did.

After

Through a follow-up conversation with members of Mozilla's Open Leadership & Events team, Hector learns about the MIT Open Leadership Camp and attends the next round with his director to learn how they might better delegate leadership of their organization's projects to volunteer contributors. They leave camp with a new system to test for identifying volunteer contributors ready to take on project management roles.

Directions

For each item below, rank yourself as someone who seldom, sometimes, or often does the behaviour described in the item. Mark a box for each item to show your answer.

- Give yourself 0 points for each “seldom” answer.
- Give yourself 1 point for each “sometimes” answer.
- Give yourself 2 points for each “often” answer.

Tally your points for each section - Design, Build, and Empower.

- Design (12 items): _____ / 24 points.
- Build (15 items): _____ / 30 points
- Empower (9 items): _____ / 18 points

Use your score in each section to determine which area of open leadership you might want to explore and practice next to continue your personal and professional development as a leader.

Design

Design for understanding

Item	Often (2)	Sometimes (1)	Seldom (0)
I use storytelling to share my project’s vision.		1	
I share personas and stories that represent a broad and diverse set of contributors and users.			0
I include feedback loops that help me learn through use in my projects.	2		
I plan opportunities for team-building that contribute to positive group identity.		1	
I bring my whole self to a project and invite others to do the same.	2		
Design for understanding - total points:	6/10		

Design for sharing

Item	Often (2)	Sometimes (1)	Seldom (0)
I share information with contributors and users.	2		
I gift content to contributors and users.	2		
I acknowledge, compensate, and/or otherwise reward contributors equitably for their work.	2		
I connect contributors and users with one another and network similar projects and communities.	2		
Design for understanding - total points:	8/8		

Design for participation & inclusion

Item	Often (2)	Sometimes (1)	Seldom (0)
I share governance with contributors and users.			0
I create content together with contributors and users.		1	
I ask contributors and users for ideas about how to design a project and its outcomes.		1	
Design for understanding - total points:	2/6		

Design - total points	16/24
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Interpreting your design score

- If you scored 12 or below, design might be an area of growth for you. Consider applying for our next [Open Leaders](#) cohort for mentoring.
- If you scored between 13 and 18, there might be specific parts of your design practice you'd like to improve. Consider bringing your project to our next [Global Sprint](#) to practice and get community feedback.
- If you scored 19 or above, design might be an open leadership strength for you. Consider sharing your practices and projects with others through events like [MozFest](#).

Build

Build for understanding

Item	Often (2)	Sometimes (1)	Seldom (0)
I tell stories and send communications on channels my contributors and users prefer.	2		
I research users' needs and iterate my work using the design process.		1	
I facilitate ways to welcome and onboard contributors to projects like orientations and calls.			0
I set up maintenance plans and lines of succession for project sustainability.			0
I clearly document contribution guidelines, workflows, and where to find project resources.	2		
Build for understanding - total points	5/10		

Build for sharing

Item	Often (2)	Sometimes (1)	Seldom (0)
I put my projects in open, accessible places.	2		
I ensure the privacy and safety of people whose data my project uses.	2		
I am transparent with contributors and users about how my projects' decision-making, information-sharing, and content-sharing.		1	
I license projects openly.	2		
I network my projects with others communities that share common interests and passions.	2		
Build for sharing - total points	9/10		

Build for participation & inclusion

Item	Often (2)	Sometimes (1)	Seldom (0)
I monitor and manage community interactions in my projects.		1	
I involve contributors and users in governance and decision-making.		1	
I develop and share contribution ladders to acknowledge and promote contributors.			0
I share clear community participation guidelines to nurture safe and friendly spaces, online and off.		1	
I mentor contributors in open leadership and other domain-specific areas.			0
Build for participation & inclusion - total points	3/10		

Build - total points	17 /30
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Interpreting your build score

- If you scored 15 or below, build might be an area of growth for you. Consider applying for our next [Open Leaders](#) cohort for mentoring.
- If you scored between 16 and 22, there might be specific parts of your build practice you'd like to improve. Consider bringing a project to our next [Global Sprint](#) to practice and get community feedback.
- If you scored 23 or above, build might be an open leadership strength for you. Consider sharing your practices and projects with others through events like [MozFest](#).

Empower

Empower for understanding

Item	Often (2)	Sometimes (1)	Seldom (0)
I make sure to check myself frequently to maintain integrity.	2		

I carry and hold clarity of vision and purpose for my projects.		1	
I remain curious, thankful for feedback, and dedicated to improvement.	2		
Empower for understanding - total points	5/6		

Empower for sharing

Item	Often (2)	Sometimes (1)	Seldom (0)
I match contributors with work that fulfills and inspires them.		1	
I welcome challenges to my assumptions and ways of doing things and make it safe for contributors to be honest with me.	2		
I take time for self-care to prevent burnout and encourage others to do the same.		1	
Empower for sharing - total points	4/6		

Empower for participation & inclusion

Item	Often (2)	Sometimes (1)	Seldom (0)
I make it safe to fail and expect myself and others to learn from failure.		1	
I protect the physical, emotional, and mental well-being of contributors.	2		
I create multiple, inclusive pathways to participate in my projects and celebrate the accomplishments of people from all the forms of diversity we hold together.	2		
Empower for participation & inclusion - total points	4/6		

Build - total points	13 / 18
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Interpreting your empower score

- If you scored 9 or below, empower might be an area of growth for you. Consider applying for our next [Open Leaders](#) cohort for mentoring.
- If you scored between 10 and 13, there might be specific parts of your empower practice you'd like to improve. Consider bringing a project to our next [Global Sprint](#) to practice and get community feedback.
- If you scored 14 or above, empower might be an open leadership strength for you. Consider sharing your practices and projects with others through events like [MozFest](#).

Overall score

My overall score (design + build + empower)	46/72
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Interpreting your overall score

Developing your open leadership practice is a journey, and the most important step you can take on that journey is to begin in an intentional way. You should use your overall score as motivation to explore and learn about the areas of open leadership that seem most interesting and important to you.

What do you want to accomplish with your work? Where do you need to grow the most to do that? What principles, practices, and skills do you need to adopt to become more open, even if your core leadership practice is already sound?

Use your score intentionally to set a course for learning and growth. Be open-by-design in your leadership, rather than open-by-default. Make specific choices about how to improve and help your community to avoid overwhelming yourself or your contributors by trying to do everything open all at once.

- If you scored 36 or below, you might benefit from broad, general mentoring in open leadership. Consider applying for our next [Open Leaders](#) cohort.
- If you scored between 37 and 54, there might be specific areas of open leadership in which you'd like to improve. Consider bringing a project to our next [Global Sprint](#) to practice and get community feedback.
- If you scored 55 or above, you might already have a strong personal open leadership practice. Consider sharing your methods and projects with others through events like [MozFest](#).

Stay connected

Questions or feedback about how to improve this self-assessment? Email the Open Leadership & Events (OLE) team at leadopen@mozillafoundation.org.

You can also participate in any of these open leadership offerings from Mozilla:

- [Fellowships](#)
- [Global Sprint](#)
- [Internet Health Report](#)
- [MozFest](#)
- [Open Leaders](#)
- [Open Leadership 101](#)
- [Open Leadership Training Series](#)

Thank you for your leadership! We look forward to hearing from you.

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Last updated 3/23/18