

# How To Assess Whether You Are A Great Leader

*Written by Ian Hallett*



Lead the *way*.

Here's a question I get asked a lot:

*How do I know whether I'm actually any good at this leadership thing?*

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It's about these two  
phrases:

1. Personal Humility.
2. Fierce Resolve.

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Let me explain.

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Most people think of leadership as a position of power or influence.

However, not all who hold these positions are truly great leaders.

Leadership isn't really about leading; it's about *how you lead*.

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Great leadership is a journey through **five distinct levels**, each requiring mastery of different skills and qualities.

By understanding where you stand, you can work towards achieving Level 5 Leadership – *the pinnacle of leadership excellence.*

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# The Five Levels of Leadership.

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Here are the five levels of leadership:

- Level 1: Highly Capable Individual
- Level 2: Contributing Team Member
- Level 3: Competent Manager
- Level 4: Effective Leader
- Level 5: Great Leader

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Want to know what level you are at?

Use the scorecard on the following pages.

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## **Instructions:**

Rate yourself (or the person being assessed) on each criterion using the following scale:

1 = Strongly Disagree

2 = Disagree

3 = Neutral

4 = Agree

5 = Strongly Agree

Total the scores in each level to determine the overall leadership level.

**Let's get started with Level 1.**

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## Level 1 Scorecard: Highly Capable Individual

Technical Expertise:

*I possess deep knowledge and skills in my area of expertise.*

(Score: \_\_\_\_)

Personal Productivity:

*I consistently deliver high-quality work on time.*

(Score: \_\_\_\_)

Independence:

*I can work effectively without needing constant supervision.*

(Score: \_\_\_\_)

Continuous Learning:

*I actively seek out opportunities to improve my skills.*

(Score: \_\_\_\_)

Reliability:

*Others can depend on me to complete tasks efficiently.*

(Score: \_\_\_\_)

Total Score for Level 1: \_\_\_\_ / 25

**If you score 20 or more, you're at Level 1 (at least).**

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## Level 2 Scorecard: Contributing Team Member

Team Collaboration:

*I effectively contribute to team objectives.*

(Score: \_\_\_\_)

Communication Skills:

*I communicate clearly and constructively with team members.*

(Score: \_\_\_\_)

Conflict Resolution:

*I manage and resolve conflicts within the team positively.*

(Score: \_\_\_\_)

Support and Feedback:

*I offer constructive feedback and support to my colleagues.*

(Score: \_\_\_\_)

Dependability:

*I consistently follow through on my commitments to the team.*

(Score: \_\_\_\_)

Total Score for Level 2: \_\_\_\_ / 25

**If you score 20 or more, you're at Level 2 (at least).**

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## Level 3 Scorecard: Competent Manager

### People Management:

*I effectively manage and lead my team to achieve objectives.*

(Score: \_\_\_\_)

### Organizational Skills:

*I plan, organize, and prioritize tasks to meet deadlines.*

(Score: \_\_\_\_)

### Decision-Making:

*I make informed decisions that benefit the team and organization.*

(Score: \_\_\_\_)

### Delegation:

*I delegate tasks effectively, ensuring each team member contributes.*

(Score: \_\_\_\_)

### Problem-Solving:

*I identify and solve problems efficiently.*

(Score: \_\_\_\_)

Total Score for Level 3: \_\_\_\_ / 25

**If you score 20 or more, you're at Level 3 (at least).**

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## Level 4 Scorecard: Effective Leader

Vision and Strategic Thinking:

*I can articulate a clear and compelling vision for the team.*

(Score: \_\_\_\_)

Inspirational Leadership:

*I inspire and motivate others to achieve their best work.*

(Score: \_\_\_\_)

Change Management:

*I effectively lead my team through change and uncertainty.*

(Score: \_\_\_\_)

Influence:

*I can influence others both within and outside my team.*

(Score: \_\_\_\_)

Mentorship:

*I actively mentor and develop future leaders.*

(Score: \_\_\_\_)

Total Score for Level 4: \_\_\_\_ / 25

**If you score 20 or more, you're at Level 4 (at least).**

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## **Level 5: Great Leader**

### **Personal Humility:**

*I consistently exhibit humility, giving credit to others.*

*(Score: \_\_\_\_)*

### **Professional Will:**

*I demonstrate unwavering resolve to do what is best for the organization.*

*(Score: \_\_\_\_)*

### **Legacy Building:**

*I am focused on building a sustainable, successful organization.*

*(Score: \_\_\_\_)*

### **Long-Term Vision:**

*I make decisions for long-term success of the organization.*

*(Score: \_\_\_\_)*

### **Servant Leadership:**

*I prioritize the needs of the team and the organization over personal gain.*

*(Score: \_\_\_\_)*

**If you score 20 or more, you're at Level 5.**

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**Lead the way.**

That's right.

Level 5 Leadership is *hard*.

Very few people get to this level.

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Moving up the  
levels.

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Here's where to focus your development:

**Level 0 Leaders:** Focus on building your skills and knowledge to make meaningful contributions.

**Level 1 Leaders:** Work on your ability to collaborate and contribute to team success.

**Level 2 Leaders:** Develop your management skills, focusing on effective organization and resource allocation.

**Level 3 Leaders:** Hone your ability to inspire and lead others towards ambitious goals.

**Level 4 Leaders:** Cultivate humility, maintain a strong professional will, and focus on creating lasting value.

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## How to make it happen:

1. **Start with Self-Assessment:** Identify your current leadership level by reflecting on your recent experiences and feedback from others.
2. **Focus on Growth Areas:** Once you know your level, target the specific skills and qualities you need to develop to move to the next level.
3. **Seek Feedback and Mentorship:** Engage with mentors and peers who can provide guidance and support as you work on your leadership development.
4. **Implement and Reflect:** Apply what you've learned in your day-to-day leadership activities, and regularly reflect on your progress.
5. **Repeat and Advance:** Continue this cycle as you advance through the leadership levels, always aiming for Level 5.

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So, what do you think?

Have you seen Level 5 Leadership in  
your workplace?

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