

Self-Assessment: Interpersonal Leadership Skills

Use this self-assessment to evaluate your interpersonal leadership skills. Rate yourself from 1 (rarely) to 5 (always). Add your score and review the feedback.

This tool is based on key leadership traits:

- Emotional Intelligence
- Communication & Feedback
- Trust & Delegation
- Adaptability
- Team Culture & Safety

1. I remain calm and composed under stress. [1][2][3][4][5]

Recommendation: Practice mindfulness, use breathing exercises, and take time to pause before reacting.

2. I make time to listen actively to my team members. [1][2][3][4][5]

Recommendation: Use one-on-ones effectively and prioritize listening over problem-solving.

3. I regularly provide constructive feedback to help others grow. [1][2][3][4][5]

Recommendation: Use specific, timely, and kind feedback - try the SBI model.

4. I clearly communicate expectations and goals. [1][2][3][4][5]

Recommendation: Set clear, written goals and ensure mutual understanding.

5. I trust others to take ownership of their work. [1][2][3][4][5]

Recommendation: Empower your team by stepping back and focusing on outcomes.

6. I delegate tasks appropriately, considering skill and development goals. [1][2][3][4][5]

Recommendation: Balance task distribution based on skills, stretch goals, and bandwidth.

7. I adapt my leadership style to different personalities. [1][2][3][4][5]

Recommendation: Use personality frameworks like DISC or MBTI and show empathy in communication.

8. I celebrate wins and recognize effort consistently. [1][2][3][4][5]

Recommendation: Share public praise regularly. Make recognition part of your routine.

9. I reflect on my own behavior and seek feedback. [1][2][3][4][5]

Recommendation: Request regular feedback and model vulnerability.

10. I foster a psychologically safe environment. [1][2][3][4][5]

Recommendation: Welcome diverse opinions, reward openness, and create space for failure.

Total Score: _____ / 50

Score Interpretation

- 40-50: Strong people skills. Continue mentoring others and refining your strengths.
- 30-39: Good baseline. Focus on developing areas with lower scores.
- 20-29: Room for growth. Seek peer feedback, coaching, or targeted training.
- Below 20: Strongly consider structured development programs or mentoring support.