

## Self-Assessment: Interpersonal Leadership Skills

This self-assessment tool helps you reflect on your interpersonal leadership skills. Rate yourself from 1 (rarely) to 5 (always) on each question below. Then, total your score and review the feedback and recommendations.

### Skills Assessed:

- Emotional Intelligence
- Trust and Delegation
- Feedback and Communication
- Psychological Safety and Team Culture

1. I remain calm and composed under stress. [ 1 ] [ 2 ] [ 3 ] [ 4 ] [ 5 ]
2. I make time to listen actively to my team members. [ 1 ] [ 2 ] [ 3 ] [ 4 ] [ 5 ]
3. I regularly provide constructive feedback to help others grow. [ 1 ] [ 2 ] [ 3 ] [ 4 ] [ 5 ]
4. I clearly communicate expectations and goals. [ 1 ] [ 2 ] [ 3 ] [ 4 ] [ 5 ]
5. I trust others to take ownership of their work. [ 1 ] [ 2 ] [ 3 ] [ 4 ] [ 5 ]
6. I delegate tasks appropriately, considering skill and development goals. [ 1 ] [ 2 ] [ 3 ] [ 4 ] [ 5 ]
7. I adapt my leadership style to different personalities. [ 1 ] [ 2 ] [ 3 ] [ 4 ] [ 5 ]
8. I celebrate wins and recognize effort consistently. [ 1 ] [ 2 ] [ 3 ] [ 4 ] [ 5 ]
9. I reflect on my own behavior and seek feedback. [ 1 ] [ 2 ] [ 3 ] [ 4 ] [ 5 ]
10. I foster a psychologically safe environment. [ 1 ] [ 2 ] [ 3 ] [ 4 ] [ 5 ]

**Total Score:** \_\_\_\_\_ / 50

### Score Interpretation and Recommendations

- 40-50: Strong interpersonal leadership skills. Keep building by mentoring others and refining your practices.

## Self-Assessment: Interpersonal Leadership Skills

- 30-39: Solid foundation. Focus on 2-3 areas where you scored lower.
- 20-29: Opportunities for growth. Seek feedback, training, or coaching.
- Below 20: Consider investing in leadership development workshops or mentorship.

### Item-by-Item Recommendations

1. I remain calm and composed under stress.

Recommendation: Practice mindfulness and stress-management techniques. Try journaling or regular check-ins with a coach.

2. I make time to listen actively to my team members.

Recommendation: Schedule regular 1:1s and use open-ended questions. Let your team do most of the talking.

3. I regularly provide constructive feedback to help others grow.

Recommendation: Use the SBI (Situation-Behavior-Impact) model to deliver clear, kind, and actionable feedback.

4. I clearly communicate expectations and goals.

Recommendation: Write things down. Confirm understanding in meetings. Use OKRs or similar frameworks.

5. I trust others to take ownership of their work.

Recommendation: Avoid micromanaging. Focus on outcomes, not process.

6. I delegate tasks appropriately, considering skill and development goals.

Recommendation: Match tasks to people's current capabilities and stretch opportunities.

7. I adapt my leadership style to different personalities.

Recommendation: Use tools like DISC or MBTI to understand personality types. Be flexible.

8. I celebrate wins and recognize effort consistently.

## **Self-Assessment: Interpersonal Leadership Skills**

Recommendation: Set a recurring reminder to share praise in team meetings or Slack.

9. I reflect on my own behavior and seek feedback.

Recommendation: Ask for feedback regularly. Make it safe and anonymous if needed.

10. I foster a psychologically safe environment.

Recommendation: Welcome diverse opinions. Reward vulnerability and honesty.