# **Self-Assessment 1.1 – Leadership Potential**

**Adapted from**: Lussier, R. N., & Achua, C. F. (2016). *Leadership: theory, application, & skill development* (Sixth edition). Cengage. p. 3-4. <https://search.library.uq.edu.au/permalink/f/18av8c1/61UQ_ALMA2177378910003131>

As with all of the self-assessment exercises in this book, there are no right or wrong answers, so don't try to pick what you think is the right answer. Be honest in answering the questions, so that you can better understand yourself and your behaviour as it relates to leadership.

For each pair of statements, distribute 5 points, based on how characteristic each statement is of you. If the first statement is totally like you and the second is not like you at all, give 5 points to the first and 0 to the second. If it is the opposite, use 0 and 5. If the statement is usually like you, then the distribution can be 4 and I, or I and 4.

If both statements tend to be like you, the distribution should be 3 and 2, or 2 and 3. Again, the combined score for each pair of statements must equal 5.

Here are the scoring distributions for each pair of statements:

0-5 or 5-0: One of the statements is totally like you, the other not like you at all.

1-4 or 4-1: One statement is usually like you, the other not.

2-3 or 3-2: Both statements are like you, although one is slightly more like you.

1. \_\_\_ I'm interested in and willing to take charge of a group of people.

\_\_\_ I want someone else to be in charge of the group.

2. \_\_\_ When I'm not in charge, I'm willing to give input to the leader to improve performance.

\_\_\_ When I'm not in charge. I do things the leader's way, rather than offer my suggestions.

3. \_\_\_ I'm interested in and willing to get people to listen to my suggestions and to implement them.

\_\_\_ I'm not interested in influencing other people.

4. \_\_\_ I offer ideas and suggestions that are com- monly implemented by others.

\_\_\_ I don't offer many ideas and suggestions, and they are often ignored.

5. \_\_\_ When I'm in charge, I want to share the management responsibilities with group members.

\_\_\_ When I'm in charge, I want to perform the management functions for the group.

6. \_\_\_ I want to have clear goals and to develop and implement plans to achieve them.

\_\_\_ I like to have very general goals and take things as they come.

7. \_\_\_ I like to change the way my job is done and to learn and do new things.

\_\_\_ I like stability, or to do my job the same way, I don't like learning and doing new things.

8. \_\_\_ I enjoy working with people and helping them succeed.

\_\_\_ I don't really like working with people and helping them succeed.

9. \_\_\_ I get greater pleasure in team accomplishments.

\_\_\_ I get greater pleasure in personal accomplishments.

10 \_\_\_ I seek harmony in teams and try to resolve conflicts.

\_\_\_ I avoid conflict and let group members resolve their own conflicts

To determine your leadership potential score, add up the numbers (0-5) for the first statement in each pair; don't bother adding the numbers for the second statement. The total should be between 0 and 50.

Place your score on the continuum :

0 – – – 5 – – – 10 – – – 15 – – – 20 – – – 25 – – – 30 – – – 35 – – – 40 – – – 45 – – – 50   
*Lower leadership potential* | *Higher leadership potential*

Generally, the higher your score, the greater your potential to be an effective leader. However, essentially no one gets a perfect score. The key to success is not simply potential but persistence and hard work. You can develop your leadership ability through this course by applying the principles and theories to your personal and professional lives.

If you want to be a leader, what areas do you need to work on to improve your leadership skills?