



THE EMPOWERING LEADER QUIZ

Honestly assess and rate each statement 1-4

1 = Rarely 2 = Sometimes 3 = Fairly Often 4 = Almost Always

	I expect the same level of performance in myself as I do in my team
	I am always on time and stay until shifts end or after
	I do not blame others but take responsibility for my own mistakes
	I encourage kindness and compassion by setting an equal example daily
	I hold the standard of a "no gossip" workplace for myself and team members
	I participate in every opportunity available to educate and improve myself, setting a precedence for my team
	I have a solid training program in place and ensure it is followed to the letter
	I consistently provide opportunities for all team members to play an active role in developing concepts, ideas and methods to improve work flow &/or customer service
	I am very cognizant of the company vision; frequently assessing the overall direction of the team and imparting the vision clearly and frequently
	My team members are clear on my expectations for each task, station and job description
	I am typically calm, confident and systematic when resolving conflicts or complaints
	I regularly utilize emotional intelligence and set a clear example of the 5 elements of EI consistently
	With each "teachable moment" I encourage team members to understand and practice the 5 elements of emotional intelligence
	Team members play an active role in developing goals and objectives to reach for themselves and the company as a whole
	I am rarely consulted for simple matters as my team has learned self-sufficiency, due to thorough training, clarity, empowerment and autonomy.
	I speak and behave as a professional with proper balance and compassion
	I have a coach and/or mentor who keeps me focused and consistently growing/improving as a leader.
	My primary leadership style is to share, encourage and stimulate progressive growth in my team
	I trust my team and they trust me

_____ TOTAL SUM OF ALL



SCORING

66-76 You are truly making an impact! Your style of leadership can be measured in the top 10 percentiles of the majority of leaders. You are the “velvet covered steel” it takes to shape a strong team. You have a gift to pull out the best of your team and maintain clear vision without neglecting relationship. Take a look at the areas you did not give yourself a 4 and consider how you might work on these areas to increase your influence even further as an empowering leader

55-65 You are fairly developed in your leadership abilities. You understand the basic necessity of balance between leading, developing and empowering your team members. However, there are areas you could definitely improve in order to take your team to the next level. To the degree that you improve your skills in emotional intelligence, social intelligence and empowering leadership, you will see results in overall team performance. Examine each item where you did not give yourself a 4 and consider how you might work on these areas to improve your influence as an empowering leader

44-54 You possess leadership abilities and are most likely applying yourself. However, it is clear that you are more developed in some areas than others. Your leadership style represents a general average. In the case of average leadership skills, the results will always be average performance from team members. As much as we would like to think that our leadership skills, or lack of, does not affect the performance of the team, it truly does! You may be experiencing issues with unity and performance, especially in areas where you fall short. If you desire to see improvements in your team, you would be wise to become a student of emotional intelligence, social intelligence, empowering leadership and influence. Examine each item where you did not give yourself a 4 and consider how you might work on these areas to improve your influence as an empowering leader

43 or LESS With this score, it is highly likely that you may be struggling to see adequate performance and unity in your team. You are also likely to be experiencing issues with respect and trust in your team relationships and between team members. As much as we would like to think that our leadership skills, or lack of, does not affect the performance of the team, it truly does! To the degree that you work on yourself as a leader to become more emotionally intelligent, socially intelligent and confident, you will be able to heighten the overall temperature of team morale and performance. Leaders are all too quick to judge team-members for issues they are having, when in fact, it is often a result of their inability to empower and engage teams consistently. Examine each item where you did not give yourself a 4 and consider how you might work on these areas to improve your influence as an empowering leader