

# Leadership Development Sample

Date: 8/15/2007

## Goal Achievement

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	25	25	50	0
Supervisor: 2	0	0	12.5	50	37.5	0
Boss: 1	0	0	75	25	0	0
Direct Report: 1	0	0	75	25	0	0
Peer: 3	0	8.33	16.67	58.33	16.67	0
Total: 8	0	3.13	31.25	43.75	21.88	0

1. Establishes a vision, explores possibilities and opportunities and sets goals that are relevant, realistic and attainable.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	0	100	0
Supervisor: 2	0	0	50	50	0	0
Boss: 1	0	0	0	100	0	0
Direct Report: 1	0	0	100	0	0	0
Peer: 3	0	0	33.33	0	66.67	0
Total: 8	0	0	37.5	25	37.5	0

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2. Identifies and implements required plans and milestones to achieve specific goals.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	0	100	0
Supervisor: 2	0	0	0	50	50	0
Boss: 1	0	0	100	0	0	0
Direct Report: 1	0	0	0	100	0	0
Peer: 3	0	0	0	100	0	0
Total: 8	0	0	12.5	62.5	25	0

3. Uses teamwork effectively and initiates timely activities toward goals.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	100	0	0
Supervisor: 2	0	0	0	0	100	0
Boss: 1	0	0	100	0	0	0
Direct Report: 1	0	0	100	0	0	0
Peer: 3	0	33.33	0	66.67	0	0
Total: 8	0	12.5	25	37.5	25	0

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4. Despite challenges and problems, stays on target to meet goals.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	100	0	0	0
Supervisor: 2	0	0	0	100	0	0
Boss: 1	0	0	100	0	0	0
Direct Report: 1	0	0	100	0	0	0
Peer: 3	0	0	33.33	66.67	0	0
Total: 8	0	0	50	50	0	0

## Personal Accountability

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	50	50	0	0
Supervisor: 2	0	0	12.5	25	62.5	0
Boss: 1	0	0	0	75	25	0
Direct Report: 1	0	0	25	75	0	0
Peer: 3	0	0	16.67	25	58.33	0
Total: 8	0	0	18.75	40.63	40.63	0

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5. Accepts personal responsibility for the consequences of personal actions.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	100	0	0
Supervisor: 2	0	0	0	50	50	0
Boss: 1	0	0	0	0	100	0
Direct Report: 1	0	0	0	100	0	0
Peer: 3	0	0	0	33.33	66.67	0
Total: 8	0	0	0	50	50	0

6. Avoids placing inappropriate or unnecessary blame on others.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	100	0	0	0
Supervisor: 2	0	0	50	0	50	0
Boss: 1	0	0	0	100	0	0
Direct Report: 1	0	0	100	0	0	0
Peer: 3	0	0	33.33	0	66.67	0
Total: 8	0	0	50	12.5	37.5	0

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7. Stays committed to objectives regardless of the success or failure of personal decisions.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	100	0	0
Supervisor: 2	0	0	0	50	50	0
Boss: 1	0	0	0	100	0	0
Direct Report: 1	0	0	0	100	0	0
Peer: 3	0	0	33.33	0	66.67	0
Total: 8	0	0	12.5	50	37.5	0

8. Examines "what worked well, what didn't and why" as lessons learned from past experiences to improve upon future success.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	100	0	0	0
Supervisor: 2	0	0	0	0	100	0
Boss: 1	0	0	0	100	0	0
Direct Report: 1	0	0	0	100	0	0
Peer: 3	0	0	0	66.67	33.33	0
Total: 8	0	0	12.5	50	37.5	0

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## Interpersonal Skills

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	50	50	0	0	0
Supervisor: 2	0	0	25	37.5	37.5	0
Boss: 1	0	0	0	50	50	0
Direct Report: 1	0	0	50	50	0	0
Peer: 3	0	16.67	8.33	41.67	33.33	0
Total: 8	0	12.5	21.88	37.5	28.13	0

9. Initiates and develops relationships in a positive way, building collaborative relationships with colleagues and others around them.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	100	0	0	0	0
Supervisor: 2	0	0	50	0	50	0
Boss: 1	0	0	0	0	100	0
Direct Report: 1	0	0	100	0	0	0
Peer: 3	0	33.33	0	33.33	33.33	0
Total: 8	0	25	25	12.5	37.5	0

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10. Is at ease in relating to and successfully works with a diverse range of people of varying backgrounds, ages, experience and education levels.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	100	0	0	0
Supervisor: 2	0	0	50	50	0	0
Boss: 1	0	0	0	0	100	0
Direct Report: 1	0	0	0	100	0	0
Peer: 3	0	33.33	0	33.33	33.33	0
Total: 8	0	12.5	25	37.5	25	0

11. Actively listens to others and communicates with others in ways that are clear, considerate and understandable.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	100	0	0	0
Supervisor: 2	0	0	0	50	50	0
Boss: 1	0	0	0	100	0	0
Direct Report: 1	0	0	100	0	0	0
Peer: 3	0	0	33.33	33.33	33.33	0
Total: 8	0	0	37.5	37.5	25	0

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12. Manages conflict and achieves satisfactory resolution.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	100	0	0	0	0
Supervisor: 2	0	0	0	50	50	0
Boss: 1	0	0	0	100	0	0
Direct Report: 1	0	0	0	100	0	0
Peer: 3	0	0	0	66.67	33.33	0
Total: 8	0	12.5	0	62.5	25	0

## Self Management

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	0	100	0
Supervisor: 2	0	0	0	50	50	0
Boss: 1	0	0	0	75	25	0
Direct Report: 1	0	0	50	25	25	0
Peer: 3	0	0	8.33	41.67	50	0
Total: 8	0	0	9.38	40.63	50	0

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13. Creates a vision, demonstrates values and sets priorities to meet responsibilities.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	0	100	0
Supervisor: 2	0	0	0	100	0	0
Boss: 1	0	0	0	0	100	0
Direct Report: 1	0	0	0	100	0	0
Peer: 3	0	0	0	33.33	66.67	0
Total: 8	0	0	0	50	50	0

14. Maintains focused, efficient activity in pursuit of team objectives in an organized, innovative and independent manner.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	0	100	0
Supervisor: 2	0	0	0	0	100	0
Boss: 1	0	0	0	100	0	0
Direct Report: 1	0	0	0	0	100	0
Peer: 3	0	0	33.33	0	66.67	0
Total: 8	0	0	12.5	12.5	75	0

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15. Engages in continual learning and self-improvement, is self-reflective, and eliminates time wasters in pursuing high quality work.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	0	100	0
Supervisor: 2	0	0	0	50	50	0
Boss: 1	0	0	0	100	0	0
Direct Report: 1	0	0	100	0	0	0
Peer: 3	0	0	0	66.67	33.33	0
Total: 8	0	0	12.5	50	37.5	0

16. Maintains poise, composure and focus in periods of high stress.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	0	100	0
Supervisor: 2	0	0	0	50	50	0
Boss: 1	0	0	0	100	0	0
Direct Report: 1	0	0	100	0	0	0
Peer: 3	0	0	0	66.67	33.33	0
Total: 8	0	0	12.5	50	37.5	0

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## Influencing Others

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	25	75	0	0
Supervisor: 2	0	0	37.5	62.5	0	0
Boss: 1	0	0	25	75	0	0
Direct Report: 1	0	0	75	25	0	0
Peer: 3	0	0	8.33	50	41.67	0
Total: 8	0	0	28.13	56.25	15.63	0

17. Effectively impacts the actions of his/her team and others around them.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	100	0	0
Supervisor: 2	0	0	50	50	0	0
Boss: 1	0	0	0	100	0	0
Direct Report: 1	0	0	0	100	0	0
Peer: 3	0	0	0	66.67	33.33	0
Total: 8	0	0	12.5	75	12.5	0

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18. Is a "team builder." Uses collaborative approaches to make decisions, initiate change and gain commitment from others around them to achieve desired results.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	100	0	0	0
Supervisor: 2	0	0	50	50	0	0
Boss: 1	0	0	0	100	0	0
Direct Report: 1	0	0	100	0	0	0
Peer: 3	0	0	0	66.67	33.33	0
Total: 8	0	0	37.5	50	12.5	0

19. Analyzes others' opinions and helps others understand, accept and act upon desired alternatives.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	100	0	0
Supervisor: 2	0	0	0	100	0	0
Boss: 1	0	0	0	100	0	0
Direct Report: 1	0	0	100	0	0	0
Peer: 3	0	0	0	66.67	33.33	0
Total: 8	0	0	12.5	75	12.5	0

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20. Persuades others in a positive manner, by listening to and accepting others, being trustworthy and demonstrating ethical behavior.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	100	0	0
Supervisor: 2	0	0	50	50	0	0
Boss: 1	0	0	100	0	0	0
Direct Report: 1	0	0	100	0	0	0
Peer: 3	0	0	33.33	0	66.67	0
Total: 8	0	0	50	25	25	0