

Leadership Development Sample

Date: 8/15/2007

Goal Achievement

	Strongly Disagree			Strongly Agree
Self: 1	4.25			
Supervisor: 2	4.25			
Boss: 1	3.25			
Direct Report: 1	3.25			
Peer: 3	3.83			
Total: 8	3.84			

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

	Strongly Disagree			Strongly Agree
Self: 1	5			
Supervisor: 2	3.5			
Boss: 1	4			
Direct Report: 1	3			
Peer: 3	4.33			
Total: 8	4			

Leadership Development Sample

Date: 8/15/2007

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

	Strongly Disagree			Strongly Agree
Self: 1	5			
Supervisor: 2	4.5			
Boss: 1	3			
Direct Report: 1	4			
Peer: 3	4			
Total: 8	4.12			

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

	Strongly Disagree			Strongly Agree
Self: 1	4			
Supervisor: 2	5			
Boss: 1	3			
Direct Report: 1	3			
Peer: 3	3.33			
Total: 8	3.75			

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Date: 8/15/2007

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

	Strongly Disagree			Strongly Agree
Self: 1	3			
Supervisor: 2	4			
Boss: 1	3			
Direct Report: 1	3			
Peer: 3	3.66			
Total: 8	3.5			

Personal Accountability

	Strongly Disagree			Strongly Agree
Self: 1	3.5			
Supervisor: 2	4.5			
Boss: 1	4.25			
Direct Report: 1	3.75			
Peer: 3	4.41			
Total: 8	4.21			

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

	Strongly Disagree			Strongly Agree
Self: 1	4			
Supervisor: 2	4.5			
Boss: 1	5			
Direct Report: 1	4			
Peer: 3	4.66			
Total: 8	4.5			

6. Avoids placing inappropriate or unnecessary blame on others.

	Strongly Disagree			Strongly Agree
Self: 1	3			
Supervisor: 2	4			
Boss: 1	4			
Direct Report: 1	3			
Peer: 3	4.33			
Total: 8	3.87			

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

	Strongly Disagree			Strongly Agree
Self: 1	4			
Supervisor: 2	4.5			
Boss: 1	4			
Direct Report: 1	4			
Peer: 3	4.33			
Total: 8	4.25			

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

	Strongly Disagree			Strongly Agree
Self: 1	3			
Supervisor: 2	5			
Boss: 1	4			
Direct Report: 1	4			
Peer: 3	4.33			
Total: 8	4.25			

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Interpersonal Skills

	Strongly Disagree			Strongly Agree
Self: 1	2.5			
Supervisor: 2	4.12			
Boss: 1	4.5			
Direct Report: 1	3.5			
Peer: 3	3.91			
Total: 8	3.81			

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

	Strongly Disagree			Strongly Agree
Self: 1	2			
Supervisor: 2	4			
Boss: 1	5			
Direct Report: 1	3			
Peer: 3	3.66			
Total: 8	3.62			

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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			Strongly Agree
Self: 1	3			
Supervisor: 2	3.5			
Boss: 1	5			
Direct Report: 1	4			
Peer: 3	3.66			
Total: 8	3.75			

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

	Strongly Disagree			Strongly Agree
Self: 1	3			
Supervisor: 2	4.5			
Boss: 1	4			
Direct Report: 1	3			
Peer: 3	4			
Total: 8	3.87			

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12. Manages conflict and achieves satisfactory resolution.

	Strongly Disagree			Strongly Agree
Self: 1	2			
Supervisor: 2	4.5			
Boss: 1	4			
Direct Report: 1	4			
Peer: 3	4.33			
Total: 8	4			

Self Management

	Strongly Disagree			Strongly Agree
Self: 1	5			
Supervisor: 2	4.5			
Boss: 1	4.25			
Direct Report: 1	3.75			
Peer: 3	4.41			
Total: 8	4.4			

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

	Strongly Disagree			Strongly Agree
Self: 1	5			
Supervisor: 2	4			
Boss: 1	5			
Direct Report: 1	4			
Peer: 3	4.66			
Total: 8	4.5			

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

	Strongly Disagree			Strongly Agree
Self: 1	5			
Supervisor: 2	5			
Boss: 1	4			
Direct Report: 1	5			
Peer: 3	4.33			
Total: 8	4.62			

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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			Strongly Agree
Self: 1	5			
Supervisor: 2	4.5			
Boss: 1	4			
Direct Report: 1	3			
Peer: 3	4.33			
Total: 8	4.25			

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

	Strongly Disagree			Strongly Agree
Self: 1	5			
Supervisor: 2	4.5			
Boss: 1	4			
Direct Report: 1	3			
Peer: 3	4.33			
Total: 8	4.25			

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Influencing Others

	Strongly Disagree			Strongly Agree
Self: 1	3.75			
Supervisor: 2	3.62			
Boss: 1	3.75			
Direct Report: 1	3.25			
Peer: 3	4.33			
Total: 8	3.87			

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

	Strongly Disagree			Strongly Agree
Self: 1	4			
Supervisor: 2	3.5			
Boss: 1	4			
Direct Report: 1	4			
Peer: 3	4.33			
Total: 8	4			

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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			Strongly Agree
Self: 1	3			
Supervisor: 2	3.5			
Boss: 1	4			
Direct Report: 1	3			
Peer: 3	4.33			
Total: 8	3.75			

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

	Strongly Disagree			Strongly Agree
Self: 1	4			
Supervisor: 2	4			
Boss: 1	4			
Direct Report: 1	3			
Peer: 3	4.33			
Total: 8	4			

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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			Strongly Agree
Self: 1	4			
Supervisor: 2	3.5			
Boss: 1	3			
Direct Report: 1	3			
Peer: 3	4.33			
Total: 8	3.75			