

# Self-assessment Leadership Qualities



## Leaders play a pivotal role in transforming culture.

Your commitment to your own leadership development will impact the organization's success. Use this assessment to reflect on your leadership qualities and identify where you can focus your efforts during this year of development.

## See what's possible and create it.

Leadership is all about seeing and creating a brighter and better future. Great leaders see what is possible and then they take the next steps to rally and unite people to create it.

## Descriptions + Examples

*All examples generated by leaders at the November 2018 Leadership Summit.*

### I listen and align the work of my team toward our vision and ensure they know how they fit in.

lo	o	o	o	hi
lo	o	o	o	hi
lo	o	o	o	hi

I intentionally share with my team how our work and projects align to Seattle Children's vision.

I actively listen to my team by asking questions before proposing solutions.

I seek out diverse opinions in a variety of ways to ensure each member of the team can give input.

### I communicate a vision that fuels commitment and unifies effort.

lo	o	o	o	hi
lo	o	o	o	hi

I express my support of Seattle Children's vision and my team's place in it to others in a sincere and authentic way.

I say "no" to projects that might hinder our progress towards our vision.

### I am positively committed through my behaviors to make things better every day.

lo	o	o	o	hi
lo	o	o	o	hi
lo	o	o	o	hi
lo	o	o	o	hi

I round with my team regularly to check in on how they're doing and where they need help.

I create processes for improving my team's work.

I advocate for my team.

I seek feedback from others about how I can improve my leadership.

# Self-assessment Leadership Qualities



Think about creating a values-based culture on your team.  
What will you do next to **see what's possible and create it?**

---

---

---

---

---

---

---

---

---

---

## Communicate, collaborate and commit to change.

Great leaders understand that change agility is a willingness to remain open and nimble when it happens. Rather than resist, they encourage change, openly welcome it and adapt.

### Descriptions + Examples

*All examples generated by leaders at the November 2018 Leadership Summit.*

**I am open to embracing new ideas and want to be part of the solution through decision-making and execution.**



I solicit ideas from others.

I make decisions in a timely fashion.

I consider the impact of changes on the rest of the work and create a plan.

**I maintain a healthy passion for learning and ongoing development.**

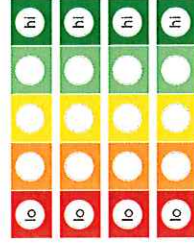


I actively invest in my own learning and development in both formal and informal ways.

I take on new challenges and risks.

I invest in my team's growth and development.

**I support my team and embrace change positively and productively.**



I manage my own fear and resistance to change first so I can help the team.

I am clear why the change is necessary and communicate the reasons to my team.

I set clear expectations.

I find champions within the team to help advocate for a specific idea or change with the team.

# Self-assessment Leadership Qualities



What will you do next to **communicate, collaborate and commit** to the change of creating a values-based culture on your team?

---

---

---

---

---

---

---

---

---

---

# Self-assessment Leadership Qualities

## Be trustworthy.

Great leaders realize that trust is the result of thousands of tiny words and actions and is earned through transparency and authenticity.

### Descriptions + Examples

*All examples generated by leaders at the November 2018 Leadership Summit.*

#### I am consistent with my words and actions.

lo	lo	lo	hi
lo	lo	lo	hi
lo	lo	lo	hi

I share my thoughts, feelings and experiences in a way that builds connections with others.

I do what I say I am going to do.

I give credit when, and to whom, it's due.

#### I honor my commitments and keep confidences.

lo	lo	lo	hi
lo	lo	lo	hi
lo	lo	lo	hi
lo	lo	lo	hi

I follow through and follow up.

I keep promises and communicate if things change.

I don't gossip.

I am available and present for my team.

#### I am reliable, dependable and capable.

lo	lo	lo	hi
lo	lo	lo	hi
lo	lo	lo	hi
lo	lo	lo	hi

I communicate my status and whereabouts consistently.

I lead by example.

I set deadlines and meet them.

I admit mistakes and fix them.

# Leadership Qualities



What will you do next to **be trustworthy**? Are there relationships you need to repair trust?

---

---

---

---

---

---

---

---

---

---

# Self-assessment Leadership Qualities

## Develop the best team ever.

Great leaders find the right talent and invest in their development in order to consistently exceed expectations.

### Descriptions + Examples

*All examples generated by leaders at the November 2018 Leadership Summit.*

**I am inclusive at all levels and leverage diverse perspectives in developing my team.**



I seek out diverse perspectives. I find people who don't agree with me and listen to them.

I am curious and self-reflective about my own biases.

I turn conflict into conversation.

**I ignite curiosity and open communication to solve problems and continuously improve.**

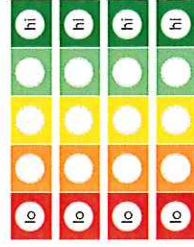


I foster a sense of safety, so people feel comfortable taking risks.

I support and follow through on development opportunities for my team.

I recognize when team members are struggling and help them.

**I foster a sense of belonging within the team that creates care and consideration for each other.**



I build relationships with each member of the team and care about them as people.

I acknowledge not only the work but also the person who shows up to do the work.

I express gratitude.

I provide opportunities for team members to learn about each other's strengths and weaknesses.

# Self-assessment Leadership Qualities



What will you do to **develop the best team ever** — a team that lives our values and displays our values-based behaviors?

---

---

---

---

---

---

---

---

---

---



# Self-assessment Leadership Qualities

## Own what happens.

Leadership is about taking responsibility for your choices, your actions and your outcomes.

### Descriptions + Examples

*All examples generated by leaders at the November 2018 Leadership Summit.*

#### I am responsible for the success or failure of my team and myself.

lo	o	o	o	o	hi
lo	o	o	o	o	hi
lo	o	o	o	o	hi
lo	o	o	o	o	hi

I tell those who are affected when I make a mistake, and I apologize.

I know how the team works and am willing to get into the work with them.

I create systems and processes that help people get work done.

I celebrate team successes.

#### I follow through on commitments and hold others accountable for doing the same.

lo	o	o	o	o	hi
lo	o	o	o	o	hi
lo	o	o	o	o	hi

I communicate status, even if I am not going to meet a deadline.

I create visual systems for tracking so everyone knows the deadlines and deliverables.

I discuss directly with the person if they didn't deliver as expected.

#### I ensure clarity of expectations and hold my team accountable for results.

lo	o	o	o	o	hi
lo	o	o	o	o	hi
lo	o	o	o	o	hi
lo	o	o	o	o	hi

I know what my "customers" need and communicate it to the team.

I am clear on my expectations and communicate them to the team.

When problems arise, I focus on the process first, not the person.

I ensure my team has the capacity for the work we commit to.

# Self-assessment Leadership Qualities



What actions can you take to fully own what happens with the cultural transformation on your team?

---

---

---

---

---

---

---

---

---

---

# Self-assessment Leadership Qualities



## Next steps

Thinking back on all the ideas and commitments you captured above:

Where is it most important for you to take action?

---

---

---

---

---

What is your top priority?

---

---

---

---

---