

## PRINCIPLES OF AUTHENTIC LEADERSHIP - SURVEY

The person that asked you to complete this assessment is participating in a leadership program to help develop better leadership skills. By providing feedback, you are assisting them toward that goal. Please take a few minutes to evaluate how well you believe they currently demonstrate the Principles of Authentic Leadership. As you read each statement, think about how often you see them use each of the traits. Mark the answer that best reflects the frequency of their use of that particular skill.

<b>Lead by Example</b>	Never	Rarely	Sometimes	Often	Always
<i>They make a conscious effort to...</i>					
Follow through on their commitments to others	<input type="checkbox"/>				
Freely admit when they make a mistake	<input type="checkbox"/>				
"Walk the talk" ...model good behaviors	<input type="checkbox"/>				
Handle conflicts in a constructive manner	<input type="checkbox"/>				
Remain open to new ways of doing things	<input type="checkbox"/>				
<b>Establish Collaborative Relationships</b>	Never	Rarely	Sometimes	Often	Always
<i>They make a conscious effort to...</i>					
Look for ways to work collaboratively with others	<input type="checkbox"/>				
Proactively address conflicts or issues	<input type="checkbox"/>				
Share information with others	<input type="checkbox"/>				
Remain open and hear what others have to say	<input type="checkbox"/>				
Be approachable to others	<input type="checkbox"/>				
<b>Action Oriented</b>	Never	Rarely	Sometimes	Often	Always
<i>They make a conscious effort to...</i>					
Look for opportunities for improvement	<input type="checkbox"/>				
Speak up when they see an issue or a problem	<input type="checkbox"/>				
Take ownership of the decision-making process	<input type="checkbox"/>				
Listen and consider all points of view	<input type="checkbox"/>				
Be realistic in their expectations	<input type="checkbox"/>				

<b>Develop Others</b>	<b>Never</b>	<b>Rarely</b>	<b>Sometimes</b>	<b>Often</b>	<b>Always</b>
<i>They make a conscious effort to...</i>					
Regularly express confidence in others	<input type="checkbox"/>				
Provide clear and effective feedback	<input type="checkbox"/>				
Encourage others to share thoughts and ideas	<input type="checkbox"/>				
Seek opportunities for others to develop new skills	<input type="checkbox"/>				
Actively coach and mentor others	<input type="checkbox"/>				

<b>Explore Long Term Outcomes</b>	<b>Never</b>	<b>Rarely</b>	<b>Sometimes</b>	<b>Often</b>	<b>Always</b>
<i>They make a conscious effort to...</i>					
Maintain the ethical standards of the organization	<input type="checkbox"/>				
Consider short and long-term impacts of decisions	<input type="checkbox"/>				
Help connect day-to-day work to long term plans	<input type="checkbox"/>				
Set compelling goals that motivate action	<input type="checkbox"/>				
Always think about the future	<input type="checkbox"/>				

<b>Remain Objective / Avoid Blame</b>	<b>Never</b>	<b>Rarely</b>	<b>Sometimes</b>	<b>Often</b>	<b>Always</b>
<i>They make a conscious effort to...</i>					
Listen to what others have to say	<input type="checkbox"/>				
Be aware of their personal biases	<input type="checkbox"/>				
Focus on the problem, not the person	<input type="checkbox"/>				
Focus on fact finding, not fault finding	<input type="checkbox"/>				
Be fair and consistent when addressing issues	<input type="checkbox"/>				