

## 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. Circle the answer that best reflects the frequency of their use of that particular skill.

<b>Lead by Example</b>	<b>Never</b>	<b>Rarely</b>	<b>Sometimes</b>	<b>Often</b>	<b>Always</b>
<i>They make a conscious effort to...</i>					
Follow through on their commitments to others	0	1	2	3	4
Freely admit when they make a mistake	0	1	2	3	4
“Walk the talk” ...model good behaviors	0	1	2	3	4
Handle conflicts in a constructive manner	0	1	2	3	4
Remain open to new ways of doing things	0	1	2	3	4
<b>Establish Collaborative Relationships</b>	<b>Never</b>	<b>Rarely</b>	<b>Sometimes</b>	<b>Often</b>	<b>Always</b>
<i>They make a conscious effort to...</i>					
Look for ways to work collaboratively with others	0	1	2	3	4
Proactively address conflicts or issues	0	1	2	3	4
Share information with others	0	1	2	3	4
Remain open and hear what others have to say	0	1	2	3	4
Be approachable to others	0	1	2	3	4
<b>Action Oriented</b>	<b>Never</b>	<b>Rarely</b>	<b>Sometimes</b>	<b>Often</b>	<b>Always</b>
<i>They make a conscious effort to...</i>					
Look for opportunities for improvement	0	1	2	3	4
Speak up when they see an issue or a problem	0	1	2	3	4
Take ownership of the decision-making process	0	1	2	3	4
Listen and consider all points of view	0	1	2	3	4
Be realistic in their expectations	0	1	2	3	4

<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	0	1	2	3	4
Provide clear and effective feedback	0	1	2	3	4
Encourage others to share thoughts and ideas	0	1	2	3	4
Seek opportunities for others to develop new skills	0	1	2	3	4
Actively coach and mentor others	0	1	2	3	4

<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	0	1	2	3	4
Consider short and long-term impacts of decisions	0	1	2	3	4
Help connect day-to-day work to long term plans	0	1	2	3	4
Set compelling goals that motivate action	0	1	2	3	4
Always think about the future	0	1	2	3	4

<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	0	1	2	3	4
Be aware of their personal biases	0	1	2	3	4
Focus on the problem, not the person	0	1	2	3	4
Focus on fact finding, not fault finding	0	1	2	3	4
Be fair and consistent when addressing issues	0	1	2	3	4