### Leadership Competencies Self-Assessment

Rate your level of confidence on each leadership competency listed below. Then use the reflection and planning questions on page 2 to help you develop an action plan.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Very Confident |  |  |  | Not at all confident |
| Lead collaboratively by communicating openly, inspiring trust, coaching, and developing others | 5 | 4 | 3 | 2 | 1 |
| Create an environment that values diversity, equity, and inclusion | 5 | 4 | 3 | 2 | 1 |
| Understand the big picture of my organization and how my team contributes to its long-term success | 5 | 4 | 3 | 2 | 1 |
| Understand the changing health care environment and the part I play | 5 | 4 | 3 | 2 | 1 |
| Set clear expectations for my team | 5 | 4 | 3 | 2 | 1 |
| Give positive and constructive feedback | 5 | 4 | 3 | 2 | 1 |
| Recognize team members’ efforts | 5 | 4 | 3 | 2 | 1 |
| Listen and communicate in ways that are meaningful to other people | 5 | 4 | 3 | 2 | 1 |
| Constructively address conflict | 5 | 4 | 3 | 2 | 1 |
| Champion new ways of doing things and support others through the change process | 5 | 4 | 3 | 2 | 1 |
| Understand my own style and preferences and the impact I have on others | 5 | 4 | 3 | 2 | 1 |
| Adapt my approach to fit the situation and the people involved | 5 | 4 | 3 | 2 | 1 |
| Look out not only for my team’s well-being but for my own | 5 | 4 | 3 | 2 | 1 |

### Reflection & Planning Questions

1. Which competencies do you feel most confident about? How did you develop your knowledge and skills in this area?
2. Which competencies do you feel least confident about?
3. Of the competencies you feel least confident about, which one is most important to you right now?
4. How might you develop your knowledge and skills in this area (besides completing this video series, of course!)?

*Tip: Consider many different avenues for learning, including books and articles, videos, formal training, on-the-job experiences, colleagues – even finding a mentor.*

1. How will you know you’re making progress?

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