



LEADER'S ASSESSMENT

LeadingforLoyalty.com

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Leading for Loyalty ASSESSMENT - LEADER

This assessment is designed to determine how well you are **Leading for Loyalty** and will allow you to assess the degree to which your management and leadership behaviours align with the **Leading for Loyalty** Model for enhancing employee motivation and retention. Read each statement and enter your numerical rating (1-5) in the open box to the right.

Statement (For each statement, enter your numerical rating in the open box)		Rating Always = 5, Often = 4, Some times = 3 Rarely = 2, Never = 1					
		I	F	C	T	D	R
1	My actions are consistent with my words and employees know what to expect from me.	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
2	I make an effort to be approachable to my employees and my team.	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
3	I clearly communicate team and individual goals.	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
4	I involve employees in planning, decision-making and establishing work objectives.	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
5	I help employees to identify development paths that align with their interests and the organization's needs.	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
6	I acknowledge the value of employee's contributions.	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
7	I strive to build team cohesiveness and cooperation.	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
8	I capitalize upon opportunities to provide employee's development.	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
9	I tailor recognition to the individual interests of the employee.	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
10	I demonstrate a positive attitude and set a personal example of professionalism.	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
11	I make time when an employee needs to speak with me.	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
12	I ensure employees understand the impact of their contribution on the team and organization.	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
13	I use team and individual successes to create team celebrations.	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
14	I use delegation to assign meaningful projects to employees.	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
15	I use coaching and mentoring techniques to encourage independent thinking.	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

Leading for Loyalty ASSESSMENT - LEADER (Continued)

Statement (For each statement, enter your numerical rating in the open box)		Rating Always = 5, Often = 4, Some times = 3 Rarely = 2, Never = 1					
		I	F	C	T	D	R
16	I measure performance against clearly established expectations.						
17	I am sensitive to employees who are experiencing personal difficulties.						
18	I act consistent with my values and ethics, regardless of how difficult it is.						
19	I avoid taking over and encourage employees to be accountable for problem solving.						
20	I inspire employees to set and meet high standards of performance.						
21	I provide positive feedback when employees meet or exceed objectives.						
22	I am up front in unpleasant or difficult interactions with employees.						
23	I acknowledge significant personal events in the lives of my employees.						
24	I share progress information and business results with my team.						
25	I am receptive when receiving feedback and change my behaviours when necessary.						
26	I consider and strive to be sensitive to employee feelings.						
27	I provide relevant performance feedback to employees.						
28	I encourage the team to share knowledge and thinking.						
29	I clearly demonstrate my trust in employee's capabilities and potential.						
30	I provide creative non-monetary forms of recognition.						
		I	F	C	T	D	R
Totals (Questions 1-30)							

SCORING THE *Leading for Loyalty* LEADER'S ASSESSMENT

Transfer the totals from the assessment to the corresponding *Leading for Loyalty* strategy code.

Code	<i>Leading For Loyalty</i> Strategy	Description	Your Score (%)
I	Practice Leadership Integrity	Practicing Leadership Integrity is about ensuring a consistent approach with employees, setting a strong example and being predictable, positive and professional.	$\frac{\quad}{\text{"I" total}} \times 5 =$ $\quad\quad\quad\%$
F	Foster Strong Relationships	Effective Leaders foster strong relationships with employees. This relationship is vital to employee loyalty and creates the conditions enhanced teamwork and employee success.	$\frac{\quad}{\text{"F" total}} \times 5 =$ $\quad\quad\quad\%$
C	Commit to Open Communication	Open communication is essential to employee success. This area of competency involves communicating clear expectations, providing feedback and sharing critical information.	$\frac{\quad}{\text{"C" total}} \times 5 =$ $\quad\quad\quad\%$
T	Encourage Involvement & Thinking	By encouraging involvement and challenging employees to think critically, leaders unleash one of the organization's greatest assets - knowledge.	$\frac{\quad}{\text{"T" total}} \times 5 =$ $\quad\quad\quad\%$
D	Develop Employee Strength & Demonstrate Confidence	Developing Employees is a fundamental aspect of any leader's responsibilities. This area addresses challenging and encouraging employees to build job related and career competencies.	$\frac{\quad}{\text{"D" total}} \times 5 =$ $\quad\quad\quad\%$
R	Provide Meaningful Recognition	Recognizing and acknowledging employee contribution is vital to motivation and morale. This area focuses on providing meaningful recognition and rewards for performance.	$\frac{\quad}{\text{"R" total}} \times 5 =$ $\quad\quad\quad\%$

INTERPRETING YOUR *Leading for Loyalty* SCORE

81% - 100%	You demonstrate significant strength in this area — either as a result of natural tendencies, or of a concerted effort to refine and enhance your skills. Since you excel in this area, you will be viewed as a role model for other leaders in the organization and should consider coaching or mentoring those who wish to improve their skills.
61% - 80%	A relatively high rating, this score indicates an area where you demonstrate strength. You are comfortable in this area and have a solid baseline skill set to support you. You are most likely seeing this reflected in the performance, morale and motivation of your employees. Continue to seek to enhance your knowledge and competency in this area.
41% - 60%	This is an area that can be improved with some attention. Although you do not demonstrate significant weakness in this area, your score also indicates that it is not an area of strength. Your abilities in this area can improve significantly by adopting the <i>Leading for Loyalty</i> techniques for enhancing employee motivation, morale and retention.
21% - 40%	This is an area that warrants significant attention. To be successful, leaders need to identify areas of weakness and to create a personal action plan for improving their competency levels. Seek out a mentor or colleague with strength in this area and ask them to share their insight with you.
1% - 20%	An area that requires your immediate attention. A substantial weakness, it is likely to negatively impact the work environment and employee motivation and morale. Before this area creates a considerable risk to your performance, commit to an improvement plan. You will also benefit from coaching or training as you improve your abilities.

Unlock the Secrets of Employee Loyalty and Commitment



Assessments are valuable tools for taking the pulse of employees and for determining your organization's ability to respond to employee needs and to build a *Leading for Loyalty* culture. But assessment results only serve to provide a snapshot of the current state of affairs. Addressing the identified issues and gaps is where the real value of assessments can be found. You have taken the first step by choosing to download and use one of our free assessment tools.

We are delighted to offer you a complimentary follow up consultation to discuss the results of this assessment. During this complimentary telephone consultation, we will discuss your findings and the opportunities and challenges that the assessment results present. Wendy Phaneuf or one of our highly trained *Leading for Loyalty* coaches will help you to identify strategies for addressing the key issues identified as a result of the assessment process and will share powerful ideas to help you improve employee motivation and retention efforts.

To arrange for your complimentary follow up consultation, visit LeadingforLoyalty.com or contact us at (204) 792-5588!