



Core Leader Skills and Competencies

Self-Assessment Tool

How well do I ...?

Manage the Work

	Low					High	Possible Follow-up Idea
1. Manage time and resources	1	2	3	4	5	_____	
2. Create standard work and process	1	2	3	4	5	_____	
3. Measure: financial, quality, customer & key processes	1	2	3	4	5	_____	
4. Surface and solve problems in real time	1	2	3	4	5	_____	
5. Engage across departmental/team boundaries	1	2	3	4	5	_____	

Improve the Work

	Low					High	
6. Prioritize and align to strategy and aims	1	2	3	4	5	_____	
7. Understand current state, cause and target condition	1	2	3	4	5	_____	
8. Learn and use improvement tools and methods	1	2	3	4	5	_____	
9. Reduce variation and waste	1	2	3	4	5	_____	



10. Get results and sustain them	1	2	3	4	5	_____
Build Team Capability	Low				High	
11. Develop competency through coaching	1	2	3	4	5	_____
12. Use the whole team	1	2	3	4	5	_____
13. Communicate effectively	1	2	3	4	5	_____
14. Establish respect and accountability	1	2	3	4	5	_____
Shape Team Culture	Low				High	
15. Share vision and build will	1	2	3	4	5	_____
16. Promote transparency	1	2	3	4	5	_____
17. Model the way	1	2	3	4	5	_____
18. Encourage mindfulness	1	2	3	4	5	_____
19. Keep the person at the center	1	2	3	4	5	_____