



What is this?

This is a leadership assessment based on Katherine Spinney Coaching's trademarked model, Lead With Your MIND®. This comprehensive leadership model views effective leadership of others as more than just a set of skills. Instead, it defines effective leadership of others as being comprised of four main areas: **M**indset, **I**nvestment, **N**ecessary Skills and **D**esire. This assessment is designed to examine all four areas to help you determine if people leadership is the right path for you at this time.

What is the purpose of this?

The purpose of this assessment is to help current and aspiring leaders determine if they are ready and capable of effectively leading others at this time. It helps to identify areas of strength and growth and provides an opportunity to take an honest look at your interest and desire to be an effective leader at this time.

Who is this for?

This assessment is designed for current and aspiring leaders of any age in any field to get a better sense of their desire and capacity to lead others at this time.

How do I use it?

There are lots of ways to use this instrument. You can take all 4 sections at the same time or space them out. Whichever you choose, it is recommended that you complete all 4 sections eventually and that you revisit the instrument at least annually if not twice a year (but probably not much more than that). You can also solicit those you trust to complete the Necessary Skills and Mindset sections about you to see where there is agreement and discrepancy on your current capacity as a leader.

Can I share it with other people?

Absolutely! Please send them to <https://www.katherinespinney.com/product/leadership-assessment/> to get their own copy.



Mindset

Becoming an effective leader requires a combination of mindset, investment, necessary skills and desire. Arguably, mindset is the most important of these. As with all other areas of our life, our mindset determines our approach and impact. Read each statement below to see if you currently possess a leadership mindset. Statements represent research-based findings about what constitutes an effective leader.

	Disagree	Agree	Not Sure
My priority is the development of my staff.			
It is important to listen to my team's ideas, opinions and concerns.			
Coaching my staff is more effective than telling them what to do.			
It is important to know what motivates my team and what their goals are.			
It is necessary to understand my team's strengths and give them opportunities to use them as much as possible.			
Recognizing and showing gratitude to my team is essential.			
I need to understand what my staff does and observe them in action.			
When sharing decisions, policies, changes and requests, it is important that I articulate the why to my team.			
My staff has every right to disagree with me.			
Relationships are the foundation of my work with my team.			
I hold a level of responsibility when something goes wrong on my team.			
My success is the result of my team's success.			
Confrontation is a healthy, vital component of my work.			
My vision aligns with the mission of my organization as well as that of my team.			
My growth as a leader should never end.			
My team members are people first. It is important to care about them as people.			
It is important that I treat my team equitably and lead them as the individuals they are.			
It is important to acknowledge that I am not always right and to admit when I am wrong.			
It is important to admit when I don't know something.			
My greatest asset is my team.			

What other beliefs make up your leadership mindset?

***What areas of your leadership mindset do you know you need to work on shifting?
How do you plan to do that?***

What support do you need to develop a stronger leadership mindset?



Investment

Becoming an effective leader requires both an investment in your own growth as a leader as well as an investment in the development of your staff. Answer each question below to assess how you are currently investing in yourself and your team.

How are you currently investing in yourself as leader?

How do you know which areas you need to invest in?

Where are there opportunities to invest in yourself in a different/deeper way?

How are you currently investing in your staff?

How much voice does your staff have in their own growth and development?

Where can you provide more opportunities for staff to determine their own path of growth and development?

How do you determine the value of where you choose to invest?

How do you know your investment is working?



Necessary Skills

There are so many skills employed by effective leaders and everyone has a different balance of which skills are the strongest. No one can be equally strong in all skill areas and you should not expect to be. The assessment below provides an opportunity for you to identify which skills are strongest for you and which ones are lacking. It is then helpful to determine which ones are most pressing to work on and which ones you may need to let go of.

	Not yet	Working on it	In full swing	Could write the book on it
I am effective at hiring high-quality staff who are a good cultural fit.	1	2	3	4
I orient and train my staff effectively.	1	2	3	4
I support my team in choosing goals that are salient and motivating for them.	1	2	3	4
I effectively involve my staff in team operations and decision-making.	1	2	3	4
I run productive and effective one-on-one meetings with my direct reports.	1	2	3	4
I facilitate productive and effective team meetings.	1	2	3	4
I observe my staff in action and provide them with helpful feedback and support.	1	2	3	4
I consistently give and receive feedback from my direct reports.	1	2	3	4
The individual and team feedback I give my team members is clear, consistent and helpful.	1	2	3	4
I effectively use coaching skills with my team and individual team members.	1	2	3	4
I know what motivates each of my staff and use this to support them in their growth.	1	2	3	4
I recognize and reward my staff in a way that is important to them.	1	2	3	4
I am professional in my appearance, demeanor, behavior and actions.	1	2	3	4
I am transparent, open and honest.	1	2	3	4
My communication is clear and effective.	1	2	3	4
I treat each member of my team equitably, without playing favorites.	1	2	3	4
I respect and practice confidentiality.	1	2	3	4



	Not yet	Working on it	In full swing	Could write the book on it
I delegate effectively.	1	2	3	4
I set and maintain appropriate boundaries.	1	2	3	4
I have a clear vision and implement it effectively.	1	2	3	4
I think and plan strategically.	1	2	3	4
I complete my administrative tasks effectively and on time.	1	2	3	4
I prioritize effectively.	1	2	3	4
I manage my time effectively.	1	2	3	4
I am organized.	1	2	3	4
I manage conflict effectively.	1	2	3	4
I manage poor performance effectively.	1	2	3	4
I build strong, professional relationships with those around me.	1	2	3	4
I work effectively with those above me.	1	2	3	4
I effectively cultivate partnerships with outside organizations and stakeholders.	1	2	3	4
I have an effective staff retention strategy in place.	1	2	3	4
I am a role model.	1	2	3	4



Desire

An essential component of being an effective leader is wanting to be an effective leader. Without this desire, you may still manage to be a competent leader but you will never be a great one. At different points throughout your career, your desire to be a leader may change. Recognize when this happens and when you may need a break.

What motivates you to be a leader?

What gifts do you bring as a leader?

What values influence you as a leader?

What is most rewarding for you in leading your team?

What is your ultimate goal for your leadership?

If you stepped back from your leadership role, what would you miss most? What would you not miss at all?

What helps you stay motivated as a leader when things get tough?

What impact do you hope to have as a leader?