

## PERCEPTION IS REALITY... ESPECIALLY FOR LEADERS

Chances are good you start each day looking in the mirror before heading to the office or joining the first video conference of the morning. But when's the last time you reflected on yourself more deeply as a leader? Self-reflection is a crucially important tool for leaders, and the self-awareness it produces can be a superpower for those who challenge themselves to continually improve. This simple worksheet will help you assess yourself against six foundational leadership skills, and help you find where you have the opportunity to improve.

**How to use this worksheet:** Reflect on each leadership skill below, and assess how and to what degree you display the traits associated with each. Give yourself an honest score. Next identify the two or three dimensions where you'd like to make progress, and make them your focus for the next 90 days.

LEADERSHIP SKILL	LOOKS LIKE	CURRENT SCORE	DESIRED SCORE	ACTIONS TO TAKE
<b>Courageous</b> Courageous leaders are not afraid to embrace the good, the bad and the ugly.	I'm willing to seek out candid information and honest feedback from my team.	..... / 10	..... / 10	<ul style="list-style-type: none"> <li>• .....</li> <li>• .....</li> <li>• .....</li> </ul>
<b>Credible</b> A credible leader walks their talk.	I show up in the same way I expect team members to do so.	..... / 10	..... / 10	<ul style="list-style-type: none"> <li>• .....</li> <li>• .....</li> <li>• .....</li> </ul>
<b>Confident</b> Confident leaders focus on outcomes, not inputs.	I trust my team to get the job done without the need for closely managing their work.	..... / 10	..... / 10	<ul style="list-style-type: none"> <li>• .....</li> <li>• .....</li> <li>• .....</li> </ul>
<b>Connected</b> A connected leader unites people with one purpose, as one team.	I have an understanding of employees' aspirations and objectives, and am able to connect those with the broader goals of the organisation.	..... / 10	..... / 10	<ul style="list-style-type: none"> <li>• .....</li> <li>• .....</li> <li>• .....</li> </ul>
<b>Consistent</b> A consistent leader is aligned with the company's purpose and strategy.	The direction I provide is aligned with the company's goals and objectives.	..... / 10	..... / 10	<ul style="list-style-type: none"> <li>• .....</li> <li>• .....</li> <li>• .....</li> </ul>
<b>Caring</b> A caring leader ensures everybody grows and, as a result, everybody wins.	I see my team as individuals, not a commodity, and actively encourage employees to achieve their goals.	..... / 10	..... / 10	<ul style="list-style-type: none"> <li>• .....</li> <li>• .....</li> <li>• .....</li> </ul>
<b>Committed</b> A committed leader is focused on the future of the company and its people.	I am fully invested in the business and the team for the long term.	..... / 10	..... / 10	<ul style="list-style-type: none"> <li>• .....</li> <li>• .....</li> <li>• .....</li> </ul>
<b>TOTAL SCORE</b>		..... / 70	..... / 70	

### Take the next step in your journey...

...and hold the mirror up to your organisation. Is there a gap between your perception of your leaders, and how your employees perceive leadership? Find out quickly by using our Benchmark Assessment survey with the included Leadership Perception Gap module - free and with no strings attached. <https://www.engagemultiplier.com/leadership>