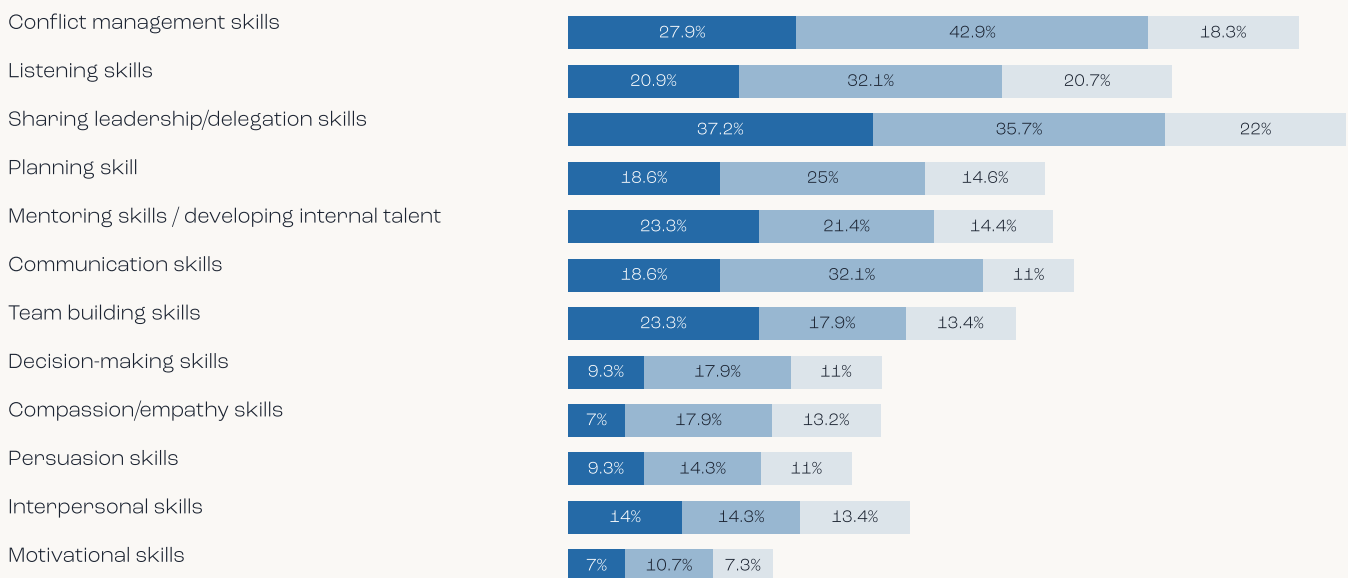


Leadership Survey

Please answer the following questions and comment on the relevant statements. This questionnaire will help evaluate your development opportunities. To be completed and shared with your people leader for their observations and input.

From Harvard Business Review, here are 12 areas CEOs and senior leaders are being coached in: what CEOs believe needs further development and what their boards feel they need to work on. (Interesting to note the CEO lens).



What areas CEOs are being coached on:

- CEOs working on this skill
- CEOs believe this skill needs developing
- Board Directors believe this skill needs development

Source: HBR

1. Using this scale of 1 to 10, please rate yourself on the “CEO list” below in the self-column. Once the form is completed, please share it with your people leader to complete (Other).

**** Please note you can't use 7** (see below)**

☐ 1-3 Poor (needs considerable development)

☐ 4-5 Average (requires some development)

☐ 5-6 Competent (with room for improvement)

☐ 8-9 Very confident (could always improve)

☐ 10 Role model

The CEO list.

	SELF	OTHER
1 Conflict management skills		
2 Listening skills		
3 Sharing leadership / delegation		
4 Planning skills		
5 Development of internal talent		
6 Communication skills		
7 Team building skills		
8 Decision making skills		
9 Compassion / empathy skills		
10 Persuasion skills		
11 Interpersonal skills		
12 Motivational skills – Self+ others		

2. Please rank the 6 Areas you would like to focus on in order under Self. Ask your People leader also to rank the areas they believe you should focus on in order (1 being priority).

		SELF	OTHER			SELF	OTHER
1	Growth mindset			11	Self-compassion		
2	Well-being			12	Conflict resolution		
3	Stakeholder relationships			13	Team building skills		
4	Holding people to account			14	Giving and receiving feedback		
5	Self-awareness			15	Strengths-awareness		
6	Delegation skills			16	Self-motivation		
7	Communication skills			17	Collaboration		
8	Self-regulation			18	Self-confidence		
9	Career planning			19	Work-life balance		
10	Influencing others			20	Others (name.....)		

3. What, if any, are the current leadership challenges/issues that your organisation is facing?

4. What, if any, are the leadership challenges/issues that you are facing?

5. Any other comments/observations from yourself and your people leader (Other) that would support your development

Self:

Other:

**No 7s (Question 1)

We use scaling to provide an anchor for a statement or question. A part of goal theory is based on small but frequent incremental changes to help us continuously improve, something more commonly known as Kaizen's theory or the theory of marginal gains. On a scale of 1-10, 7 is the friendly version of 'above average'. When you score something 7, it is comfortable; you don't have to worry about being an 8 or 9 or the pressure of 5 or 6, where both scores might involve a follow-up conversation around 'why'; 5 or 6 might infer something is not so good, 8 or 9 also has implications.

Thus, to remove the safe option and encourage conversation, we have removed seven from our scaling because we believe it creates a more constructive conversation and reflection.