

Leadership Hygiene questionnaire

1. My position/job description clearly describes the role I currently have,

STRONGLY AGREE

AGREE

SOMEWHAT AGREE

DISAGREE

STRONGLY DISAGREE

2. I have clear and measurable key performance indicators (KPIs) in my role.

STRONGLY AGREE

AGREE

SOMEWHAT AGREE

DISAGREE

STRONGLY DISAGREE

3. In my team, I have the right structure and the right people in the right roles.

STRONGLY AGREE

AGREE

SOMEWHAT AGREE

DISAGREE

STRONGLY DISAGREE

4. MY team all have clear PD/JD for their roles and clear KPIs

STRONGLY AGREE

AGREE

SOMEWHAT AGREE

DISAGREE

STRONGLY DISAGREE

5. I meet with my direct reports to discuss how they are tracking on their projects, initiatives and BAU items

WEEKLY OR MORE OFTEN

EVERY 2 WEEKS

ONCE A MONTH

QUARTERLY

RARELY

6. I meet with my direct reports to discuss their individual development and the development of their team members.

ONCE A MONTH OR MORE

QUARTERLY

½ YEAR REVIEW

ANNUALLY REVIEW

RARELY

7. I ask my direct reports for feedback on how I am tracking as their PL/M – and look for ways of improving my leadership skills.

ALWAYS

USUALLY

SOMETIMES

RARELY

NEVER

8. How often does your PL/M give you positive feedback about your work?

ALWAYS

USUALLY

SOMETIMES

RARELY

NEVER

9. How often does your PL/M reward or celebrate success in your team?

ALWAYS

USUALLY

SOMETIMES

RARELY

NEVER

10. How often do you celebrate or reward the success of your team

ALWAYS

USUALLY

SOMETIMES

RARELY

NEVER

11. Please give examples of you celebrating success in your team

12. How confident are you about giving your PL/M feedback?

EXTREMELY CONFIDENT

CONFIDENT

SOMETIMES

NOT SO CONFIDENT

NOT AT ALL

13. Does your PL/M delegate effectively?

ALWAYS

USUALLY

SOMETIMES

RARELY

NEVER

14. Please list a few leadership traits/skills you respect about your PL/M.

15. Does your PL/M create an environment where people feel safe to speak up?

ALWAYS

USUALLY

SOMETIMES

RARELY

NEVER

16. Do you know your next role?

NO

NOT SURE

YES

17. Are you confident in your Career pathway in this organisation?

EXTREMELY CONFIDENT

CONFIDENT

SOMETIMES

NOT SO CONFIDENT

NOT AT ALL

18. Are you confident about your own succession planning within your team?

EXTREMELY CONFIDENT

CONFIDENT

SOMETIMES

NOT SO CONFIDENT

NOT AT ALL

19. How confident are you in your ability to execute projects and initiatives, considering planning, delegation, driving accountability, providing feedback, and resolving conflicts?

EXTREMELY CONFIDENT

CONFIDENT

SOMETIMES

NOT SO CONFIDENT

NOT AT ALL

20. If applicable, with reference to the previous question, outline below what you would like to improve upon: -