

Leadership Skills: Rate Yourself

The best leaders have strengths in at least a half-dozen key emotional-intelligence competencies out of 20 or so. To see how you rate on some of these abilities, assess how the statements below apply to you. While getting a precise profile of your strengths and weaknesses requires a more rigorous assessment, this quiz can give you a rough rating. More important, we hope it will get you thinking about how well you use leadership skills—and how you might get better at it.

Statement

Seldom Occasionally Often Frequently

- | | | | | |
|---|--------------------------|--------------------------|--------------------------|--------------------------|
| 1. I am aware of what I am feeling. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 2. I know my strengths and weaknesses. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 3. I deal calmly with stress. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 4. I believe the future will be better than the past. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 5. I deal with changes easily. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 6. I set measurable goals when I have a project. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 7. Others say I understand and am sensitive to them. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 8. Others say I resolve conflicts. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 9. Others say I build and maintain relationships. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 10. Others say I inspire them. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 11. Others say I am a team player. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 12. Others say I helped to develop their abilities. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Total the number of checks in each column: _____
Multiply this number by: x 1 + x 2 + x 3 + x 4
To get your score, add these four numbers: = _____

Total: _____

Interpretation:

36+ An overall score of 36 or higher suggests you are using key leadership abilities well—but ask a co-worker or partner for his or her opinions, to be more certain. **30-35:** Suggests some strengths but also some underused leadership abilities. **29 or less:** Suggests unused leadership abilities and room for improvement.

Leaders are unique, and they can show their talent in different ways. To further explore your leadership strengths, you might ask people whose opinions you value: “When you have seen me do really well as a leader, which of these abilities am I using?” If a number of people tell you that you use the same quality when doing well, you have likely identified a leadership strength that should be appreciated and nurtured.