

ASSESS YOUR LEADERSHIP POTENTIAL

Read the statements below carefully. After each statement, circle whether you agree or disagree.

1. Good leaders are born, not made Agree Disagree
2. I tend to treat my subordinates well as long as they do what I say Agree Disagree
3. Good leaders depend on their followers as much as they depend on themselves Agree Disagree
4. As a leader I would always include the reasons why when asking a subordinate to perform a task Agree Disagree
5. A good leader will achieve his/her objectives at any cost Agree Disagree
6. As a group manager, I would never entrust an important project to anyone but myself, even if it means working overtime Agree Disagree
7. A key to good leadership is being consistent in how one leads Agree Disagree
8. If justified, I would recommend a subordinate for a promotion to position equal or even higher than my own position Agree Disagree
9. Some subordinates can participate in the decision-making process without threatening a leader's position Agree Disagree
10. If my group failed to achieve an objective because of a group member's failure, I would explain it as such to my superiors Agree Disagree
11. I consider myself indispensable to the company in my present position Agree Disagree

Scoring the responses

A point value has been given to each statement. To determine your score, simply total the values of your responses.

1.	Agree 0	Disagree 1	7.	Agree 0	Disagree 1
2.	Agree 0	Disagree 1	8.	Agree 1	Disagree 0
3.	Agree 1	Disagree 0	9.	Agree 1	Disagree 0
4.	Agree 0	Disagree 1	10.	Agree 0	Disagree 1
5.	Agree 0	Disagree 1	11.	Agree 0	Disagree 1
6.	Agree 0	Disagree 1			

Assessing your Potential:

11-9 Excellent Potential 8-6 Good Potential 5-0 Drastic changes needed

Brief explanation answers:

1. Although some leaders are born, leadership is an acquired management skill.
2. This behaviour can be useful but tends not to be successful.
3. Mutual dependence is important. The best results cannot be achieved single-handedly.
4. Here 'always' is the key word. Subordinates do not always need not should they always be given the reasons why.
5. Sometimes the cost may outweigh the value of the goal. Objectives should not be done at any cost.
6. A good leader recognises the need to delegate responsibility to competent subordinates – also for important projects.
7. The effective leader is flexible and changes his approach to meet the needs of a particular employee and/or situation.
8. An effective leader is also an effective trainer. One result of effective leadership is the ability to promote qualified subordinates to any level.
9. In participative decision making the leader's role is never in danger.
10. An effective leader always takes responsibility for a subordinate's actions. Ineffective leaders blame others.
11. No one is indispensable. If you feel this is the case, you have locked yourself into a position from where you cannot progress. Stagnation is the result.