

Figure 1.2: Leadership Competencies Evaluation Tool

Name of Staff Member _____

	Competency	Code	Notes
1	Challenges the status quo		
2	Builds trust through clear communications and expectations		
3	Creates a commonly owned plan for success		
4	Focuses on team over self		
5	Has a high sense of urgency for change and sustainable results		
6	Commits to continuous self-improvement		

Code Key: N = Not a strength; S = Slight strength; M = Moderate strength; E = Exceptional strength

Note: High-performance leaders do not excel in all of these competencies. However, they do exhibit strong skills and practices in almost all of the competencies. All strong leaders understand that they must continually improve, and they realize that they can never master all these competencies.