BARBARA MAISONET

Leader/Management
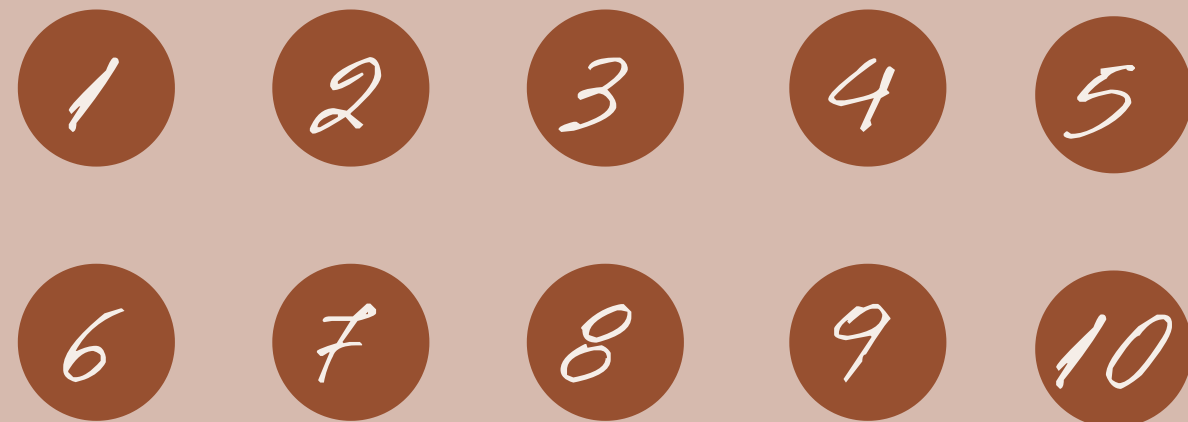
Assessment

Delegation

HOW WELL DO YOU DELEGATE
RESPONSIBILITIES TO OTHERS,
I.E.- RELEASE CONTROL?

On a scale of 1-10

1 2 3 4 5

6 7 8 9 10

Accountability

How well do you hold others accountable regardless of their opinions about being held accountable?

On a scale of 1-10

1 2 3 4 5

6 7 8 9 10

Conflict

HOW WELL DO YOU NAVIGATE CONFLICT BETWEEN TEAM MEMBERS?

On a scale of 1-10

1 2 3 4 5

6 7 8 9 10

Confrontation

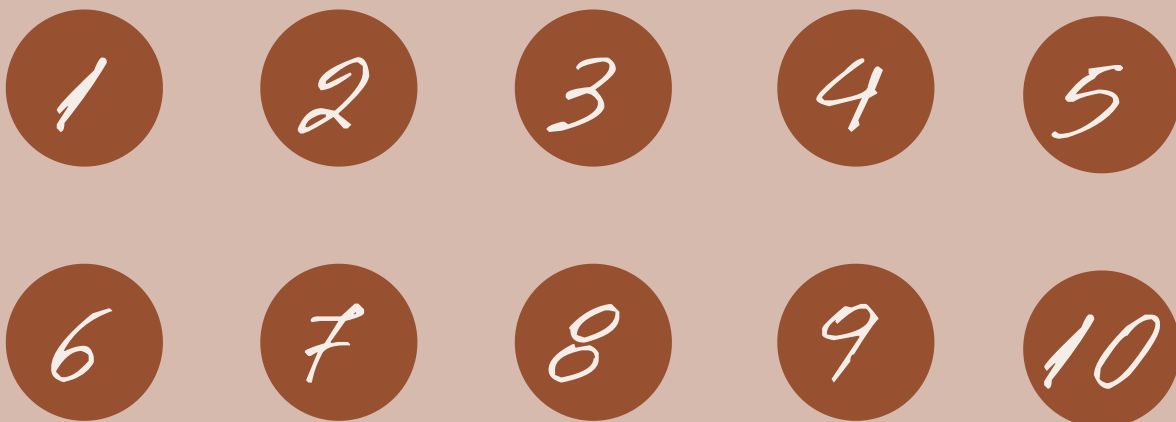How well do you address problems, concerns, complaints, etc.?

On a scale of 1-10

1	2	3	4	5
6	7	8	9	10

Assigning

HOW CLEAR ARE YOU WHEN YOU ASSIGN
TASKS OR PROJECTS?

On a scale of 1-10

1	2	3	4	5
6	7	8	9	10

Boundaries

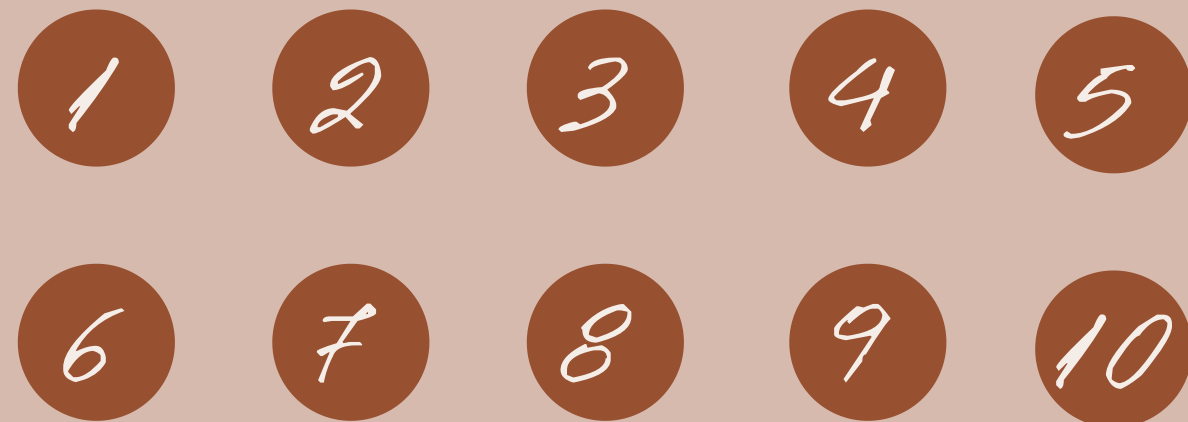How well do you lay out boundaries within tasks or projects?

On a scale of 1-10

1 2 3 4 5

6 7 8 9 10

Performance Reviews

HOW EFFICIENT ARE YOU AT EVALUATING TEAM MEMBER'S PROFESSIONAL PERFORMANCE?

On a scale of 1-10

1 2 3 4 5

6 7 8 9 10

Control —

How well do you relinquish control?

On a scale of 1-10

(1) (2) (3) (4) (5)

(6) (7) (8) (9) (10)
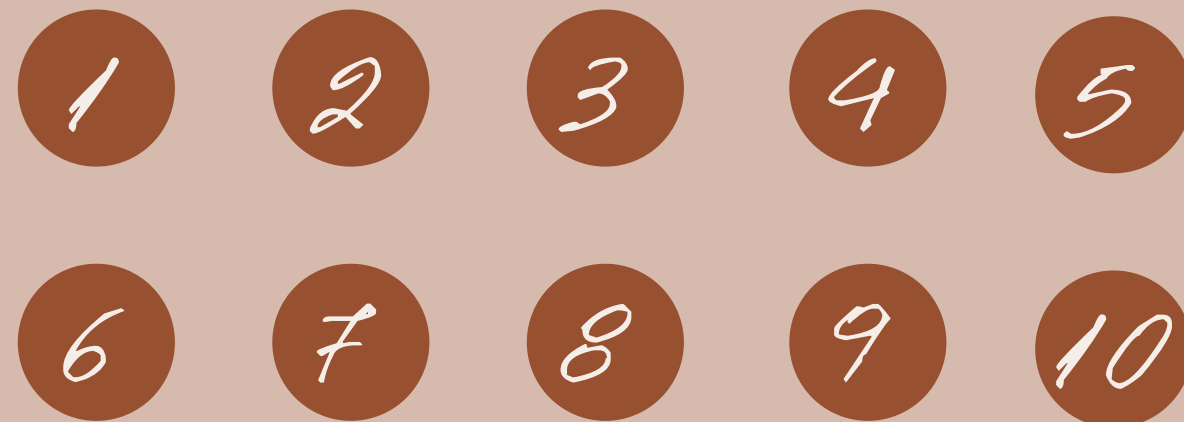
Permission

HOW GOOD ARE YOU AT GIVING THEM
PERMISSION TO FAIL, WITHOUT FEARING
FOR THEIR JOB(S)?

On a scale of 1-10

1 2 3 4 5

6 7 8 9 10

Communication

How clearly do you communicate, leaving no room for mis-interpretation?

On a scale of 1-10

1 2 3 4 5

6 7 8 9 10

Creativity

HOW WELL DO YOU FOSTER CREATIVITY AMONGST TEAM MEMBERS OR WITHIN YOUR COMPANY'S CULTURE?

On a scale of 1-10

1 2 3 4 5

6 7 8 9 10

Now, choose one score thats low.

HOW IS THAT ONE LOW SCORE...

Affecting your team's cohesiveness, effectiveness and overall production? What is that costing your company? As an added BONUS, continue with a more in-depth, self-reflecting Assessment:

Assessment

On a scale of 1-10, I view managing people or a team as something enjoyable to do.On a scale of 1-10, I view managing people or a team as something un-enjoyable to do.Based on the above answers, how is my "managing" performance affected by my view of managing people/teams?Be specific. Who is affected? How are they particularly affected by this viewpoint?If I was an employee under me, how would I describe "me" as a manager/boss/leader?Does my team/contractors know how their specific job duties and tasks are important to the big picture or the company's future success?Does my team/contractors know their why for doing what's asked of them?Is my team/contractors clear on how important they specifically are to the overall big picture?Does my team/contractors suffer as a result of my weaknesses? How so, specifically?Does my team/contractors thrive as a result of my strengths?How so, specifically?If you are just beginning to build a team, what are you biggest worries about building an effective and efficient team?Are those worries, based on fear or something objective?If based on fear, what personal fear(s) is leading your thought process in beginning the process of building a team?If you currently have a team and they cause you worry or stress, what is the root cause of why their actions and/or behavior cause you worry and stress?

DO THEY:

Lack clarity?

Lack effective and appropriate communication?

Lack a hard work ethic?

Lack motivation?

Need incentives to complete tasks?

Lack professionalism?

Seem disinterested in growing professionally?

Suffer from feeling empowered to be creative or innovation?

Have permission from you to make decisions without consent?

Have permission from you to fail?