

Leadership Ecosystem Survey

If you would like to see how you rate as a leader, take this complimentary, short, **leadership Ecosystem Survey**. It was developed over 15 years and surveys the entire scope of leadership – systems, competencies, attitudes, and personal presence.

Everyone can learn – with study, humility, perseverance, and feedback – to lead effectively.

You can start by analyzing your performance in specific areas of leadership. Complete the questions below to identify where you already lead effectively, and to explore where your skills need further development.

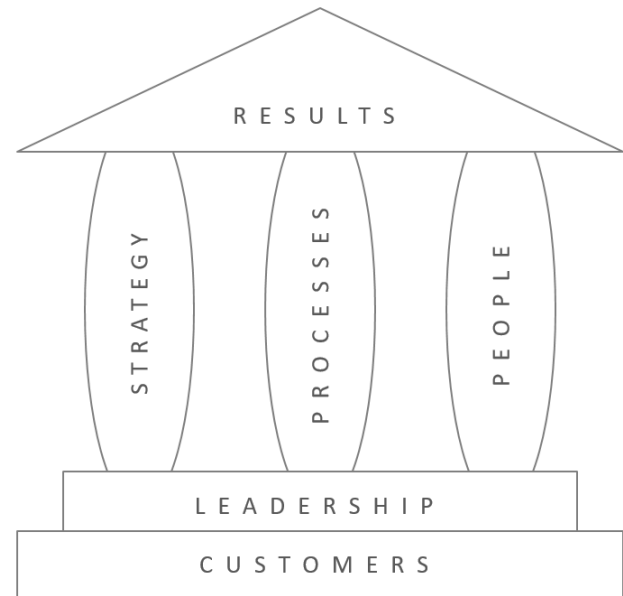


Figure 1 Business Architecture

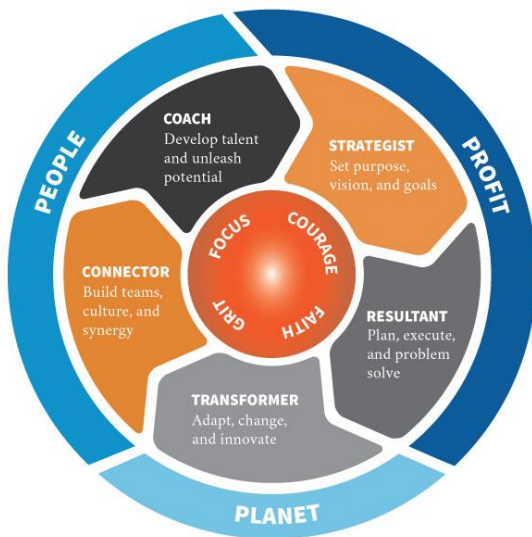


Figure 2 Transformative Leadership Model

For each statement, select number that best describes you:

1. Not at all Satisfied
2. Slightly Satisfied
3. Moderately Satisfied
4. Very Satisfied
5. Extremely Satisfied

Please answer questions as you actually are (rather than how you think you should be).

When you are finished, please review your scores. High scores (4 or 5) indicate a strength and an area that is well practiced. Low scores (3 or less) are areas that require more attention, practice, or development.

Lastly, go through the total list and select 1 – 3 topics to further develop. Don't be harsh or critical, nor idealistic or regretful. Rather, take a clear-eyed perspective and answer the question, "where do I need to put more focus in order to bring forward the best and most compelling version of me?"

And, by all means, give me a call if you'd like to accelerate your results through coaching.



DOMAIN	DESCRIPTION	RATING				
Organizational Domain						
<i>Results</i>	Returns on financial, personal, and shareholder value	1	2	3	4	5
<i>Strategy</i>	Clear and compelling direction and marketplace differentiation	1	2	3	4	5
<i>Internal Process</i>	Effectively monitoring and making decisions with the right systems, processes, and practices	1	2	3	4	5
<i>Culture</i>	Clear values and stories that shape the “vibe” of the org	1	2	3	4	5
<i>Management</i>	Collaborative and productive management team	1	2	3	4	5
<i>Customers</i>	Customers are heard, pleased and continuously engaged	1	2	3	4	5
Leadership Domain						
<i>Strategist</i>	Regularly energize and articulate purpose, direction and vision	1	2	3	4	5
<i>Resultant</i>	Effectively complete projects through planning, monitoring, problem solving, and coordinating	1	2	3	4	5
<i>Transformer</i>	Anticipate and predict changes, and innovate accordingly	1	2	3	4	5
<i>Connector</i>	Build teams by aligning people, managing conflict, and sustaining culture	1	2	3	4	5
<i>Coach</i>	Recognize and develop potential by encouraging exploration and accelerating learning and performance	1	2	3	4	5
Four Virtues of a Leader Domain						
<i>Focus</i>	Being deliberate and responsible	1	2	3	4	5
<i>Courage</i>	Engaging difficulty and challenge	1	2	3	4	5
<i>Grit</i>	Sustaining during difficulty and stress	1	2	3	4	5
<i>Faith</i>	Leaving the comfort zone	1	2	3	4	5
Applied Domain						
<i>Useful Meetings</i>	Participants consider meetings as time well spent	1	2	3	4	5
<i>Sticky Decisions</i>	Decisions are vetted and have alignment and commitment	1	2	3	4	5
<i>Skillful Conflict</i>	Relationships and workflows are maintained by addressing interpersonal tensions	1	2	3	4	5
<i>Emotional Engagement</i>	Staff members are satisfied, committed, and give their best to the team and firm	1	2	3	4	5
Personal Domain						
<i>Energy</i>	My energy level is where I need it	1	2	3	4	5
<i>Satisfaction</i>	I’m energized by my current role	1	2	3	4	5
<i>Relationships</i>	My primary relationships are fulfilling	1	2	3	4	5
<i>Evolution</i>	I have ample opportunities for learning and growth	1	2	3	4	5
<i>Community</i>	My social experiences fulfill me	1	2	3	4	5
<i>Spirituality</i>	I have a meaningful sense of spiritual connection	1	2	3	4	5
<i>Health</i>	My health and fitness is appropriate for my needs	1	2	3	4	5



Scoring

Results	
Strategy	
Internal Process	
Culture	
Management	
Customers	
Results	
Strategy	

Strategist	
Resultant	
Transformer	
Connector	
Coach	
Focus	
Courage	
Grit	
Faith	

Useful Meetings	
Sticky Decisions	
Skillful Conflict	
Emotional Engagement	
Energy	
Satisfaction	
Relationships	
Evolution	
Community	
Spirituality	

Areas I'm satisfied with and lean on	Areas I'm not satisfied with and lean away

Steps, actions, and objectives I'd like to implement

Action Item or Practices to Apply	Est. Time	End date
1.		
2.		
3.		
4.		
5.		
6.		
7.		
8.		