

SELF-ASSESSMENT CHECKLIST



Use the following points to reflect on how far you've progressed on your leadership journey. We refer to your direct reports here as "Team members".

ENABLING FACTORS	
My team has a well functioning continuous improvement ceremony	
I and my team members use the GROW or Coaching Habit framework	
I only engage in strategically and operationally significant discussions in LT meetings	
I foster a diverse and positive team environment which welcomes new ideas	
CHAMPION OF PURPOSE	
I can clearly articulate each team members purpose and long term goals	
My team has a vision which links to each member's work and purpose	
I've actively worked with my team members to build their professional network	
OUTCOME FOCUS	
At least fortnightly I host impactful one on ones (10% past, 20% present, 70% future)	
I maintain focus on key business opportunities/challenges until resolution	
We have clear goals/objectives which align with broader organisational priorities	
I take personal responsibility for when things do not go to plan and reflect on how I could have better-influenced success	
I hold my team members and colleagues accountable and create an environment where they hold each other accountable	
RELATIONSHIP MASTERY	
I am quick to make decisions and adapt as needed	
I effectively delegate authority and empower my team members	
Team members regularly provide share well-structured feedback (eg. SBI Framework)	
EMOTIONAL MASTERY	
I behave in a consistent manner, regardless of mood or event	
I am assertive without coming across as pushy or aggressive	
I have a structured approach to resolving negative conflict in my team	
BUSINESS MASTERY	
I have clarity on the purpose of my role, how it benefits the customer & objectives	
I regularly employ innovation practices (HCD) to my work	
I seek to learn good practices about my work from other people and businesses	