

Be the Leader Nobody Wants to Leave

Self-Assessment

Are you a leader nobody wants to leave? Take this self-assessment to gauge how well you are doing and to spot opportunities for improvement.

1. Read each question and circle your response score on the left.
2. Add the points for each section.
3. Total all the points from all the sections.

Hiring for Fit

How confident are you in your ability to ask probing interview questions that leave you with no unanswered questions about the candidate?	Score
1 – No confidence	
3 – Somewhat confident	
5 – Very confident	
How much time do you spend preparing for an interview?	
1 – Not much, I’m comfortable “winging it”	
3 – I’ll spend a few minutes reviewing the resume and jotting down a few questions	
5 – I’ve done a lot of prep work to identify key characteristics for the position and behavior-based questions that help me assess the candidates fit	
Section Total	

Re-recruiting

How would you rate your awareness of the career aspirations of each of your team members?	Score
1 – I might be clueless	
3 – I think I know but I’m not sure	
5 – I am sure I know because I’ve talked to each team member	
How confident are you in your ability to retain a valued employee?	
1 – I lose sleep at night worrying that they might leave	
3 – I haven’t lost too many, so I think I’m ok	
5 – Very confident because I have an individualized retention plan for all my top performers	
Section Total	

Your Visibility and Presence

In the past week, how many actions have you initiated as a result of rounding on employees?	Score
1 – None	
3 – 2 or 3	
5 – More than 4	
How would your employees rate you on your visibility and presence?	
1 – “I don’t know who my leader is.”	
3 – “I see my leader around but haven’t really had a conversation about anything important.”	
5 – “My leader stops in regularly, is really interested in how things are going, and listens to what I have to say.”	
Section Total	

Setting Clear Expectations

How would you rate your ability to set clear expectations?	Score
1 – I expect my team to read my mind	
3 – Most of my team usually meets my expectations	
5 – My team clearly knows what I expect and they never disappoint me	
How clear are you about what your leader expects from you?	
1 – I do my job and don’t hear any complaints	
3 – I have a general idea and will ask if I have a question	
5 – Crystal clear – we have regular discussions about what is expected of me and how well I am doing	
Section Total	

Spotting Levels of Engagement

How comfortable are you with recognizing behaviors at all four levels of engagement?	Score
1 – I didn’t know there were four	
3 – I can spot the extremes (Disengaged and Fully Engaged)	
5 – I can name the four levels and specific behaviors that distinguish employees at each level	
I believe most of my team is fully engaged.	
1 – Disagree	
3 – Agree	
5 – Strongly Agree	
Section Total	

Coaching for Engagement

I am clear about the different coaching techniques at each of the four levels.	Score
1 – Disagree	
3 – Agree	
5 – Strongly Agree	
I feel prepared to have meaningful coaching conversations that will raise engagement.	
1 – Disagree	
3 – Agree	
5 – Strongly Agree	
Section Total	

Connection to Purpose

How often do you think about how your work connects to your purpose?	Score
1 – I don't have time to think about stuff like that!	
3 – I sometimes think about how rewarding or disappointing the work that I do is and why	
5 – I regular use several tools to remind myself of my values and how they connect to the work that I do	
How comfortable are you in helping your employees see how their work connects to your organization's mission, vision, and values?	
1 – I don't understand the question	
3 – I don't really have to be comfortable – company values are reviewed once a year as part of annual refresher training	
5 – I never miss an opportunity to connect the work that my team does with our mission, vision, and values	
Section Total	

Connecting the Dots

How comfortable are you involving your team members in goal setting and decision making?	Score
1 – I'm the boss – that's my job	
3 – I have a few trusted employees that I bounce ideas off of	
5 – We have a finely tuned process for involving team members in both goal-setting and decision-making	
How often do you use the language of MVV and standards?	
1 – I don't really know the MVV and standards	
3 – I talk about the general concepts at an occasional staff meeting	
5 – I use the language in all staff meetings and all coaching sessions	
Section Total	
Total of All 8 Sections	

70–80: Congratulations. You are on the right track. Keep growing by staying in touch with your team daily. Be sure to subscribe to the Baird Group Newsletter and blog for more tips.

48-69: You have some opportunities to improve. Start by reviewing the sections above to help you set priorities. Contact a Baird Coach for a free 20 minute review of your assessment. info@baird-group.com Consider improving your skills by enrolling in the 8-week course, Be the Leader Nobody Wants to Leave.

8 –48: There are clear opportunities for improvement. Consider reviewing your results with a coach or mentor. Contact a Baird Coach for a free 20 minute review of your assessment. info@baird-group.com You will benefit from the 8-week course, Be the Leader Nobody Wants to Leave.

Baird Group provides expert support in honing leadership skills. Enroll now in Be the Leader Nobody Wants to Leave. <https://leadership.baird-group.com/>