

LEADERSHIP SELF-REFLECTION ASSESSMENT

Effective leadership begins with self-awareness.

This self-reflection assessment is designed to help leaders pause, reflect, and identify areas of strength and growth in their leadership approach. It offers a starting point for personal insight—not a comprehensive evaluation of leadership effectiveness.

Honest reflection creates clarity. Clarity creates growth.

INSTRUCTIONS

Read each statement and rate yourself based on how accurately it reflects your current leadership behavior, not your intentions.

Use the following scale:

- 5 – Strongly Agree
- 4 – Agree
- 3 – Neutral / Unsure
- 2 – Disagree
- 1 – Strongly Disagree



COMMUNICATION & CLARITY

- ___ I clearly communicate expectations and priorities to those I lead.
- ___ I encourage open dialogue and invite feedback, even when it's uncomfortable.
- ___ I listen to understand, not just to respond.

ACCOUNTABILITY & FOLLOW-THROUGH

- ___ I hold myself accountable to the same standards I expect of others.
- ___ I follow through on commitments and decisions I make.
- ___ I address performance or behavior issues rather than avoiding them.

EMOTIONAL INTELLIGENCE

- ___ I am aware of how my words and actions impact others.
- ___ I manage my emotions effectively, especially in stressful situations.
- ___ I remain open to perspectives different from my own.

RELATIONSHIPS & LEADERSHIP IMPACT

- ___ I build trust through consistency and fairness.
- ___ I support the growth and development of the people I lead.
- ___ Others feel comfortable approaching me with concerns or ideas.

REFLECTION QUESTIONS

After completing the assessment, reflect on the following:

- What statements did I rate highest? What strengths do these reveal?
- Which statements scored lowest? What behaviors may need attention?
- What is one leadership behavior I want to intentionally improve?

This self-reflection assessment is a valuable first step—but leadership is also experienced by others. For deeper insight into how your leadership is perceived by peers, direct reports, and supervisors, consider participating in a comprehensive 360° Leadership Assessment, which provides multi-rater feedback to support meaningful growth.