

LEADERSHIP STRENGTHS & WEAKNESSES ASSESSMENT

RELATIONAL STRENGTHS & WEAKNESSES QUESTIONS

- ▶ What interactions with staff bring you the most satisfaction?
- ▶ What interactions with staff are you most prone to avoid?
- ▶ What interactions or situations with staff cause them to distance themselves from you?
- ▶ What is the most common positive feedback you receive?
- ▶ What is the most common negative feedback you receive?
- ▶ What do people at work like about you?
- ▶ What do people at work dislike about you?
- ▶ If you no longer worked in your organization, what would your team miss about you?

OPERATIONAL STRENGTHS & WEAKNESSES QUESTIONS

- ▶ What are the things you excel at in your current role?
- ▶ What evidence do you have to support the notion that you excel at these things?
- ▶ What are the things you defer or hand off to others to do?
- ▶ What are the things you don't do well in your current role?
- ▶ What is the most common positive feedback you receive?
- ▶ What is the most common negative feedback you receive?
- ▶ If you no longer worked in your organization what would your team miss about your work?

DEFINITIONS

RELATIONAL STRENGTHS & WEAKNESSES:

How we interact with our peers and those we manage. This includes how we demonstrate skills like respect, empathy, listening, communication, and supportiveness.

OPERATIONAL STRENGTHS AND WEAKNESSES:

How competent we are in the practical aspects of managing our organization. This is related to things such as strategic planning, finance, human resources, and marketing.

QUESTIONS FOR REFLECTION

What surprised you or made you think as you worked through the assessment?

How could you better utilize your areas of greatest strength?

What are ways you can better mitigate areas of weakness?

How do other team members' strengths cover for your weaknesses?

How is the distinction between operational and relational strengths and weaknesses helpful?