

River Scout Services: Using the Leadership Mentality Self-Assessment

Leaders exhibit a leadership mentality in many ways. When doing a self-assessment, here are several of the key leadership attributes I have included in the River Scout Services Leadership Mentality Self-Assessment Tool. Use these descriptions when determining if you are (A) aware of this as a leadership skill, (P) possess this leadership skill, (E) exhibit this leadership skill, or (O) there is an opportunity for improvement in this leadership skill.

Use the descriptions below with the River Scout Services Leadership Self-Assessment Scoring Sheet to determine the areas in which you have strength, areas where you have awareness, and areas where you have an opportunity to improve.

Mark the intersection of the leadership quality row and the column of capability you feel matches your current state in each of the 30 leadership qualities. Next, prioritize those that are most critical for your current situation. If you find yourself lacking a specific leadership attribute, you have two strategic options: either invest in developing this skill or leverage the strengths of your leadership team members who possess it. I recommend the latter if you are rescuing a project given the time and experience needed to develop these qualities.

1. **Vision:** Leaders have a clear vision for the future and communicate it effectively to their team.
2. **Communication:** Leaders are effective communicators and actively listen to their team. They communicate regularly with their team, ensuring everyone is informed and involved.
3. **Confidence:** Leaders are confident in their abilities and decisions and inspire confidence in their team.
4. **Decisiveness:** Leaders make tough decisions quickly and effectively.
5. **Accountability:** Leaders take responsibility for their actions and decisions and hold their team accountable for their own actions. Leaders accept the consequences of their choices.
6. **Empathy:** Leaders are empathetic and understand the needs and concerns of their team.
7. **Strategic thinking:** Leaders think strategically and develop plans to achieve their goals.
8. **Adaptability:** Leaders adapt to changing circumstances and adjust their plans as needed.
9. **Integrity:** Leaders act with integrity, are honest, and hold themselves to high standards. They act in an ethical manner setting an example for others to follow.
10. **Mentoring:** Leaders mentor and develop their team, providing opportunities for growth and development.
11. **Teamwork:** Leaders understand the importance of teamwork and build and maintain a strong, cohesive team.



River Scout Services: Using the Leadership Mentality Self-Assessment

12. **Resilience:** Leaders are resilient and able to bounce back from setbacks, inspiring their team to do the same.
13. **Creativity:** Leaders are creative and able to come up with new and innovative ideas.
14. **Empowerment:** Leaders empower their team members, giving them the autonomy and resources, they need to succeed. They delegate responsibilities, fostering a culture of accountability.
15. **Inclusivity:** Leaders promote inclusivity and diversity, creating an environment where everyone feels valued and included.
16. **Humility:** Leaders are humble and recognize that they don't have all the answers and are open to feedback and learning from others.
17. **Persistence:** Leaders are persistent and tenacious, never giving up on their goals even in the face of obstacles.
18. **Focus:** Leaders are focused and able to prioritize tasks and goals to ensure they achieve what is most important.
19. **Charisma:** Leaders have charisma and inspire and motivate their team.
20. **Confidence in Others:** Leaders have confidence in their team members and their abilities and trust them to perform at their best.
21. **Continuous Improvement:** Leaders are committed to continuous improvement, both for themselves and for their team. They strive to improve their skills and abilities, seeking feedback and learning from all their experiences, including successes and failures.
22. **Emotional Intelligence:** Leaders have emotional intelligence, understanding and managing their own emotions and the emotions of others. Fairness: Leaders treat everyone on their team fairly and equally, without favoritism or discrimination.
23. **Objectivity:** Leaders evaluate situations objectively, without being swayed by personal biases or emotions.
24. **Open-mindedness:** Leaders are open to hearing different perspectives and ideas, even if they conflict with their own.
25. **Data-driven decision making:** Leaders base their decisions on data and evidence, rather than on personal opinions or biases.
26. **Self-awareness:** Leaders are aware of their own biases and work to overcome them.



River Scout Services: Using the Leadership Mentality Self-Assessment

27. **Understanding of roles and responsibilities:** Leaders know what their role entails and what is expected of them. They are aware of the roles and responsibilities of others and can articulate them clearly while differentiating between similar but different roles.
28. **Transparency:** Leaders are open and transparent in their decision-making and communication.
29. **Tracking and measurement:** Leaders target, track and measure their progress, making adjustments as necessary to achieve their goals. They assure only relevant information is measured and create a structure to measure effectively and consistently. Leaders make sure that the measurement criteria, targets, and tolerances are known by all, as is the impact of missing/meeting/exceeding those tolerances.
30. **Recognition and reward:** Leaders always recognize and reward their team members at all levels, including leadership, who contribute to the achievement of the shared vision. They hold up those who exhibit good leadership qualities, reinforcing the importance of accountability.

