LEADS Self-Assessment

Assess your current performance in each leadership competency using the provided rating scale.

1 = Needs Improvement | 2 = Developing | 3 = Proficient | 4 = Advanced | 5 = Exemplary

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|   **LEAD SELF** |
| Self-aware: Understand your values, strengths, and limitations.​ | ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5  |
| Manage self: Take responsibility for your own health and performance. | ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5  |
| Develop self: Seek growth through learning and experience.​ | ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5  |
| Demonstrate character: Act with integrity, resilience, and confidence.​ | ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5  |
|  **ENGAGE OTHERS**  |
| Foster development of others: Support others’ growth and success.​ | ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5  |
| Create healthy organizations: Build inclusive, respectful environments.​ | ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5  |
| Communicate effectively: Listen actively and share ideas clearly.​ | ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5  |
| Build teams: Promote collaboration and shared purpose.​ | ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5  |
| **ACHIEVE RESULTS**  |
| Set direction: Define and communicate clear goals.​ | ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5  |
| Align decisions with vision and evidence: Use data and values to guide actions.​ | ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5  |
| Take action: Implement decisions with purpose.​ | ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5  |
| Assess and evaluate: Measure outcomes and adjust as needed.​ | ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5  |
| **DEVELOP COALITIONS** |
| Build partnerships: Create networks that drive shared results.​ | ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5  |
| Commit to service: Focus on the needs of patients and communities.​ | ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5  |
| Mobilize knowledge: Share and apply evidence-based insights.​ | ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5  |
| Navigate socio-political environments: Understand and influence complex systems.​ | ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5  |
| **SYSTEMS TRANSFORMATION** |
| Think systemically: See the big picture and challenge the status quo.​ | ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5  |
| Support innovation: Encourage creativity and improvement.​ | ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5  |
| Be future-oriented: Anticipate trends and prepare for change.​ | ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5  |
| Champion change: Lead transformation with courage and clarity. | ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5  |

**Three areas I could develop are:**

**1.**

**2.**

**3.**

**Which area will you develop first?**