



Capacity Building
Solutions

LEADERSHIP-TRAITS- AND-SKILLS-SURVEY





INTRODUCTION

Great leadership isn't defined by position—it's shaped by the traits you embody and the skills you consistently practice. Some leaders lean naturally toward vision and courage, while others excel in execution or relationship-building. But the most effective leaders know that growth requires honest reflection on both strengths and weaknesses.

This survey is designed to give you that mirror. It helps you evaluate the core traits—such as resilience, humility, courage, empathy, and integrity—that determine how people experience your leadership. It also measures critical skills like strategic thinking, decision-making, communication, and the ability to develop others. By rating yourself across these areas, you'll identify where you're strong, where you're average, and where development is needed.

The purpose isn't to hand out labels but to spark self-awareness and improvement. By tallying your results, you'll see whether you are operating as an emerging leader, a capable leader, or a role model—and, more importantly, where to focus your energy to grow into the leader your organization truly needs.

Leadership Traits	Major Weakness=1	Weakness=2	Average=3	Strength=4	Major Strength=5
Having a passionate commitment to a purpose bigger than yourself					
Focusing tenaciously on the highest leverage priorities					
Persisting with grit and determination in the face of adversity					
Acting with consistency, discipline and emotional control					
Showing grace and resilience under pressure					
Finding common ground through empathy and respectful disagreement					
Seeking out and sincerely listening to dissenting viewpoints					
Owning mistakes with humility while extracting lessons learned					
Putting collective interests above personal gain					
Serving others' growth and well-being, not just driving for result					
Earning trust through honesty, transparency and promise-keeping					
Making tough, principled decisions based on values and wisdom					
Pursuing the courageous path, not just the popular one					

▶ **TOTAL SCORE:** _____

Assessment: Tally your score. 50-65: Leadership role model. 40-50: Capable leader. 30-40: Emerging leader. < 30: Needs significant development.



Leadership Skills	Current Importance Level (1-5)	Current Performance Level (1-5)	How is this Helping or Hurting you?
Visioning: Defining an inspiring future state; mapping the path to achieve it			
Strategic Thinking: Analyzing complex issues; generating innovative solutions			
Communicating: Conveying ideas clearly; adjusting style to audience			
Developing Talent: Giving feedback; coaching others to peak performance			
Influencing: Persuading and mobilizing stakeholders; building coalitions			
Executing: Driving results; holding others accountable			
Leading Change: Championing new initiatives; overcoming resistance			
Decision-Making: Choosing wisely with limited information; balancing risk			
Building Relationships: Networking; creating trust and psychological safety			
Engaging Teams: Fostering collaboration; catalyzing high performance			

What are My Top 3 Areas of Improvement Based on These Results?

1. _____

2. _____

3. _____

