

**Virtuous Leadership Assessment Tool**

**Note: Please take your time and answer these questions honestly**

1. **Courage**

* How do you handle difficult situations?
* Do you take risks when necessary?
* Are you willing to take responsibility for your actions (especially when things don’t go well)?

1. **Humility**

* How do you respond to feedback or criticism?
* Are you willing to admit your mistakes?
* Do you recognize and appreciate the contributions of others?

1. **Empathy**

* Do you take the time to understand the perspectives of others?
* How do you respond to others' emotions?
* Are you able to connect with others on a personal level?

1. **Curiosity**

* Are you open to learning and trying new things?
* Do you ask questions to better understand a situation?
* Do you actively seek out information to make informed decisions?

1. **Resilience**

* How do you respond to setbacks or failures?
* Are you able to bounce back from adversity?
* Do you maintain a positive outlook in difficult times?

1. **Judgment**

* Are you able to make sound decisions based on available information?
* Do you consider the potential consequences of your decisions?
* Are you able to balance competing interests?

1. **Moderation**

* Are you able to find a balance between competing interests?
* Do you avoid extremes?
* Do you exercise self-control?

1. **Honesty**

* Do you tell the truth, even when it's difficult?
* Do you admit your mistakes?
* Do you keep your promises?

1. **Flexibility**

* Are you able to adapt to changing circumstances?
* Do you consider alternative approaches?
* Are you open to feedback and new ideas?

1. **Commitment**

* Are you dedicated to achieving your goals?
* Do you follow through on your commitments?
* Are you willing to put in the necessary effort to achieve your objectives?

1. **Discipline**

* Are you able to stay focused on your goals?
* Do you have the self-discipline necessary to accomplish your objectives?
* Are you able to prioritize your time effectively?

1. **Collaboration**

* Do you work well with others?
* Are you able to build consensus and resolve conflicts?
* Do you actively seek out the input and expertise of others?

1. **Forgiveness**

* Are you able to forgive others when they make mistakes?
* Are you able to move past disagreements?
* Do you hold grudges or carry resentment?

1. **Gratitude**

* Do you express gratitude for the contributions of others?
* Do you appreciate the opportunities and resources available to you?
* Are you able to maintain a positive outlook and focus on the good things in life?

How do you think the people on your leadership team would answer these same questions about you (any disconnects)?

Which category or questions gave you pause (concern), if any?

If you were to pick one category or three separate questions to work on based on this assessment, what would they be and why?

How would you rate the key members of your leadership team based on these same questions? What do they need to work on?