

LEADERSHIP WHEEL ASSESSMENT



Your Life & Your Role

- 1 Strongly Disagree 3 Agree 5 Neutral
2 Disagree 4 Strongly agree

Category	Statement	Rating (1-5)
Your Life	I build my life around what is important to me and the people I care about.	
Your Life	I strive to have passions for things outside of work that are constructive	
Your Life	Happiness is my reality, not just a goal or infrequent occurrence.	
Your Life	Being healthy is a priority for me.	
Your Life	I value being a giver in life more than being just a taker.	
Your Life	I keep score on the things that matter and avoid getting bogged down in the unimportant.	
Your Life	I maintain a good balance in my life.	
Your Life	I am present, and in the moment with the people I care about on a consistent basis.	
Your Life	I spend the most time with people who make me feel good about myself and life in general.	
Your Life	I tend to my important family relationships regularly, like a well-cultivated garden.	
Your Life	I build friendships outside of work and home.	
Your Life	I make non-work time for myself, even if in bits and pieces.	
Your Life	I strive to keep a balanced and proper perspective, knowing few things constitute a real crisis.	
Your Life	I work hard not to bring work stress home.	
Your Life	I avoid living life as an emotional rollercoaster.	
Your Life	I actively think about the legacy I want to leave and strive to live it.	
Your Role	I strive to operate at my highest and best use to the organization.	
Your Role	I delegate decision-making whenever possible and focus on the truly important issues.	
Your Role	I think like an orchestra conductor, getting all the pieces working together in harmony.	
Your Role	I am consistently clear on what success looks like and how to get there.	
Your Role	I act effectively as the Chief Strategy Officer.	

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Category	Statement	Rating (1-5)
Your Role	I act effectively as the Chief Sales-Revenue Officer.	
Your Role	I act effectively as the Chief Accountability Officer.	
Your Role	I act effectively as the Chief Culture Officer	
Your Role	I work 'on' not just 'in' the organization.	
Your Role	I serve as an ambassador for my organization to the rest of the world.	
Your Role	I understand that as long as someone else is in the office, I have an audience.	
Your Role	I navigate the present effectively while planning for the future.	
Your Role	I minimize office politics whenever possible.	
Your Role	I set a positive tone and keep crises to a minimum.	
Your Role	I believe my role is what I make of it, with no excuses when I am in charge.	

THE LEADERSHIP WHEEL





LEADERSHIP WHEEL ASSESSMENT



Your Action

- 1 Strongly Disagree 3 Agree 5 Neutral
 2 Disagree 4 Strongly agree

Category	Statement	Rating (1-5)
Your Actions	I lead by example and ensure my actions reflect my words.	
Your Actions	I stay focused as the Chief Priority Officer.	
Your Actions	I address my biggest challenges and opportunities without procrastination.	
Your Actions	I avoid getting sucked into hyper-activity.	
Your Actions	I focus on outcomes, beginning with the end in mind.	
Your Actions	I create a sense of urgency when major change is needed.	
Your Actions	I intentionally share credit with my colleagues and others when good things happen.	
Your Actions	When bad things happen on my watch, I shoulder the blame and lead by example.	
Your Actions	I act as a coach/mentor to my direct reports and seek out a coach/mentor myself.	
Your Actions	I treat people in a way that sets a high standard for the organization.	
Your Actions	I avoid micromanaging and trust the right people to do their jobs.	
Your Actions	I ensure I am not too distant from the front lines and customer/market perceptions.	
Your Actions	I avoid emotional extremes, which can exhaust those around me and weaken my credibility.	
Your Actions	I take time to debrief failures and celebrate successes.	

CAPACITY BUILDING



LEADERSHIP WHEEL ASSESSMENT

Your Knowledge & Your Team

- 1 Strongly Disagree 3 Agree 5 Neutral
 2 Disagree 4 Strongly agree

Category	Statement	Rating (1-5)
Your Knowledge	I continually invest in my own brainpower and exercise my knowledge regularly.	
Your Knowledge	I stick to a regular reading schedule, including non-fiction and classics.	
Your Knowledge	I make sure I am not ignorant about important financial issues.	
Your Knowledge	I push myself to interact with people who make me and each other smarter.	
Your Knowledge	I hire subject matter experts and strive to be a generalist.	
Your Knowledge	I embrace tough questions and answers.	
Your Knowledge	I am honest about not knowing answers and seek help when needed.	
Your Knowledge	I learn from failures and value them for their lessons.	
Your Knowledge	I spend more time asking questions than I do giving the answers	
Your Knowledge	I encourage others to challenge my thinking.	
Your Knowledge	I think in terms of scenarios and contingencies.	
Your Knowledge	I balance leveraging experience with acquiring specific new knowledge.	
Your Knowledge	I learn something new every day.	
Your Team	I act effectively as The Chief Team Builder (right people, right seats)	
Your Team	I pick my team carefully and correct people mistakes quickly.	
Your Team	I spend time building a well-honed team dynamic and culture.	
Your Team	I surround myself with people who are smarter than me and let them prove it.	
Your Team	I am not threatened by others who have strong opinions.	
Your Team	I ensure the team understands decision-making and activity parameters.	
Your Team	I believe team conflict is good as long as it is issue-driven.	
Your Team	I act effectively as The Chief Coach/Mentor of my key people.	
Your Team	I spend the majority of my time with top performers.	
Your Team	I value having team members who fit well with the organization's values.	
Your Team	I challenge turf battles and promote an anti-silo mindset.	
Your Team	I use the group's time wisely and know what is a group issue and what is not.	
Your Team	I take full responsibility for making my meetings effective and valuable.	



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Your Team	I recognize when my own ego can be an obstacle to success and keep it in check.	
Your Team	I do not defer my leadership responsibilities to the team.	



Your Decisions

- 1 Strongly Disagree 3 Agree 5 Netural
 2 Disagree 4 Strongly agree

Category	Statement	Rating (1-5)
Your Decisions	I am decisive and push myself and the organization within our risk profile.	
Your Decisions	I do my best to avoid analysis paralysis.	
Your Decisions	I do my homework and am well-informed on important issues affecting the organization	
Your Decisions	I strive to make calculated decisions based on facts not just opinion.	
Your Decisions	I consult affected parties before making decisions.	
Your Decisions	I do not second guess myself or my team once a decision is made.	
Your Decisions	I prioritize people decisions as the most important business decisions.	
Your Decisions	I avoid declaring victory too soon or dwelling on defeat.	
Your Decisions	I ensure implementation of decisions is non-negotiable once made.	
Your Decisions	I meet organizational deadlines once set.	
Your Decisions	I admit when I am wrong and learn from failures.	
Your Decisions	I hane a built a network of advisors to help me make major decisions.	
Your Decisions	I encourage contrary opinions until the point of decision-making.	
Your Decisions	I effectively differentiate between group decisions and leadership initiatives.	
Your Decisions	I prioritize the best interest of the organization over my individual interests.	



LEADERSHIP WHEEL ASSESSMENT



Your Words

- 1 Strongly Disagree 3 Agree 5 Netural
 2 Disagree 4 Strongly agree

Category	Statement	Rating (1-5)
Your Words	I understand that my words carry weight and think before I speak on important matters.	
Your Words	I practice before speaking to large audiences and understand the importance of style.	
Your Words	I strive to be positive and empowering in my messaging.	
Your Words	I strive to be clear with all of my communication.	
Your Words	I regularly ask other people for feedback on my communication	
Your Words	I listen well so I can respond to others properly	
Your Words	I regularly repeat important messages to ensure clarity.	
Your Words	I understand that words can have different meanings to different people.	
Your Words	I watch my body language to control the mood and performance in the room.	
Your Words	I match my communication strategy and approach to the specific situation.	
Your Words	I use humor and storytelling strategically.	
Your Words	I handle contrary opinions without being defensive.	
Your Words	I make critical points as needed in an emotionally intelligent way.	

● MEDIAN _____

● TOTAL AVERAGE _____

● MODE _____

● STD DEV _____

● LOWEST SCORE _____

● HIGHEST SCORE _____



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Questions & Answers



1 Which category was your lowest ? why do you think that is? what change you can make to improve things?

2 What were your five lowest-scoring question areas? why?

3 What were your five highest-scoring question areas? why?

4 What 3 major changes do you need to make to move your lowest scoring items in the right direction?
