

# Assessing Your Leadership Quotient



Are you evolving from manager to leader, or are you holding yourself back? Use this checklist to see how you are stacking up:

1. I spend more time reading about activities performed at other companies than conducting experiments at my own. True  False
2. I am not trying to promote myself or my potential for strategic initiative, as much as I could, because I am not sure it is worth the hassle. True  False
3. I do not try as much as I could or should to initiate contact with other executives in my company to better understand their needs. True  False
4. I would avoid giving a presentation to the executive team if I could. True  False
5. I have difficulty understanding financial statements. True  False
6. I really don't know the following: the cost of new hires, cost of poor hires, turnover rate, cost of turnover, the increase in our productivity over the last year, employee job satisfaction and other critical HR benchmarks for my team. True  False
7. I have never provided the executive team with a monthly or quarterly scorecard addressing our progress. True  False
8. I seem to need some time to psych myself up before I approach my boss. True  False
9. I am concerned about testing new programs or procedures for fear they may backfire on me. True  False
10. I have a fear of outsourcing administrative functions because I may not have work to do afterwards. True  False
11. I spend time learning from the hands on experience of strategic executives in my community. True  False
12. I help communicate the company vision, mission and goals to my team. True  False
13. I have a process for assessing the employee experience. True  False
14. I know the three most significant issues affecting our team and have a plan to address them. True  False
15. I have our hiring and on-boarding process reduced to writing. True  False
16. I have a performance management approach that works! True  False
17. I **show** my team that I care. True  False
18. I let poor performers go. True  False
19. I use social media to help brand the employee experience. True  False
20. I invest time and money in my continual improvement. True  False
21. I refuse to work in an environment where I can't fully exploit my talent. True  False
22. I read at least two books per quarter: One on my specialty and one from an unrelated field. True  False

## Conclusion

You should be able to answer at least half of numbers 1-10 with "false" and numbers 11-22 with "true." The great executive will of course be able to answer all 1-10 with "false" and 11-22 with "true". What's your LQ?