

## TRANSFORMATIONAL LEADERSHIP ASSESSMENT

- 1 Rarely   
 2 Sometimes   
 3 Usually   
 4 Always

	Rating
<b>PURPOSE:</b> I am clear about the purpose of any change, and state it in outcomes to which employees can relate. My purpose statements challenge and inspire employees and are measurable. Our organizational purpose focuses on the customer.	
<b>MESSAGING:</b> I have clear intent in my messaging. I advocate for my purpose and engage employees to ask specific questions to clarify intent and impact. I am transparent.	
<b>EMPOWERMENT:</b> I inform, delegate, coach and provide tools for decision making. I encourage diversity of background, thinking and expertise.	
<b>FACILITATION:</b> I have given up traditional command and control in favor of a more facilitative approach where I ask questions to drive clarity in my teams' dialog. I promote and model the idea that employees across the organization work together to drive outcomes.	
<b>TRUST:</b> I am a humble leader that inspires more openness across my team, with more willingness and a greater propensity to trust and effectively challenge each other.	
<b>COACH:</b> I have become a coach, helping direct reports, and the entire organization drive to results. I reward collaboration, particularly across the organization.	
<b>TOTAL SCORE</b>	

## Evaluation

**20-24** You are already successful leading or ready to lead a significant transformation.

**15-19** You are likely to have challenges facing you leading a significant transformation.

**Below 15** I highly recommend you obtain help today to drive your next transformation.

Please call Steve for a free consultation on how to propel your leadership to drive greater value from your next transformation."