

LEADERSHIP QUIZ

Are You an Influential Leader?



This quiz is designed to assess your leadership skills and determine if you are a relevant leader of influence, or if you are just getting lost amongst the average leaders in business.

Please answer the questions honestly. Then ask your team to answer the questions based on their perception of you. Your team is being courageous and doing you a huge favour, so you must be open to feedback and take it on board - their perception of you may be very different to how you see you!

1. How would you describe your leadership style?
 - a) I tell people what, when and how to do things
 - b) I am an inclusive leader. I invite discussion and opinion on key decisions. However, I make quick decisions when I need to.
 - c) I leave it up to my team. They are employed for this reason.

2. Can you describe the vision and culture of your workplace?
 - a) Yes I have clarity on the vision & culture, as does my team and we are all living it. We ensure all new recruits are inducted understanding the vision and culture of our business.
 - b) I know what I would like it to be but we are inconsistent at living the culture. Some of the team would be able to tell you what it is, others wouldn't.
 - c) Yes It is up on the wall, a little dusty, but it's there.

3. How do you know how your team is performing?
 - a) I monitor this by the business results and see where the gaps are.
 - b) I meet with my team regularly (at least monthly) to review performance.
 - c) At our annual performance review.

4. Do you have a high level of engagement in your business?
 - a) Yes all my team are engaged and happy. I know this because they tell me.
 - b) I think so. I haven't heard otherwise.
 - c) Yes but my team call the shots. I do not have a high level of interaction with them.

5. Do you have a structure in place to support your leadership?
 - a) Yes, I have my days, week, month and quarter planned.
 - b) To a degree, I know what I should be doing and when but it's not planned.
 - c) I have no idea what this might look like for me.

6. Would your team describe you as a great role model for leadership?
 - a) Yes, my team has a high level of respect for me as I do for them. I am clear on my leadership style and am developing leaders in my business.
 - b) I think so, sometimes I am great and other times I am not so great. It depends how I feel. The majority of my team seem happy to follow.
 - c) To be honest, probably not. I am more reactive than proactive in my leadership. Things are just so busy that I am just keeping up.

7. Do you have a strong relationship with each member of your team (direct reports)?
 - a) Yes, I know what motivates them, their goals and appropriate personal details. We have a high level of trust.
 - b) Some but not all. I need to get better at this. I would say I trust a select few.
 - c) My team are paid to do a job. I keep business separate to personal. I am their boss. There is no time to be relationship building with them as well as clients and stakeholders.

8. Do you reward and recognize your team consistently?
 - a) Yes, I have a reward and recognition program implemented in my business. I reward and recognize consistently and my team understands the balance of reward and consequence.
 - b) Yes I do when I remember to or at the end of the year. I do try and remember to say thank you.
 - c) Not really. They are paid to do a job and do it well. If they do it well, they get paid.

9. Do you make decisions quickly and consistently?
 - a) Yes this is one of my strengths. I do not leave things up in the air. I am clear on my direction and purpose
 - b) Yes when I need to but I am concerned about the implications of my decisions.
 - c) No I don't. I prefer to leave decisions to others and ask for people's opinion before I make a decision. I like to be very well informed.

10. Do you know what you stand for as a leader and what you do not stand for (your leadership brand)?
 - a) Yes I have clarity on my leadership brand and demonstrate behaviours accordingly. People would be able to describe me easily.
 - b) I have a fair idea but it depends who I am interacting with as to how I behave. People should be able to describe me to others
 - c) Not really. I would be described as a little grey. People would have trouble describing me with clarity.

11. Do you communicate effectively in your workplace? How do you know?
 - a) Yes, communication is consistent and we have a strategy to support effective communication ensuring all of the team understand what is going on within the business and how any change impacts the business and their role. I know this as we have a high level of engagement and satisfaction and minimal errors due to lack of communication. We have a bottom down, ground up communication process.
 - b) Communication is a bit sporadic in our workplace. It can be great but when things get busy, communication can go by the wayside and things forgotten. I know this because there are mistakes made due to poor communication.
 - c) No we don't and it is something that I need to improve. This needs to be improved from the bottom down and from the ground up

Answers.

For each response give yourself a score according to which letter you have circled.

A = 3 B = 2 C = 1

Add up your score and then refer to the results on the next page to see how you did.

Leader Of Distinction - Quiz Result

Score	Outcome
0-12	You have a problem on your hands. Perhaps you are new to leadership or have been promoted into the role without experience. This is not your fault. People do not know what they don't know. Or maybe you have just lost your vision and lost connection with what works. You would be feeling tired and pretty exhausted right now wondering if this leadership stuff is worth it! There is light at the end of the tunnel for you. You need to take advantage of our Business Leader Success consultation and implement strategies that will turn your situation around - now!
13-25	You are doing ok! There are some things you are doing really well and others not so well. This is very consistent with leadership today. It is important for you to implement a robust structure to support your leadership, to get clear on your vision and culture and communicate this regularly to your team so everyone is on the same page. A little bit of work may need to be done around the key areas in your business that will enable you to be an influential leader. To get yourself to that next level of leadership, request a chat with Julie Hyde.
26-33	Good work. You are clear on your direction and what makes a strong leader. You should have a good level of engagement in your workplace and communication levels are satisfactory. Leaders are always learning and adapting, you have a good foundation of leadership in place from which you can now launch. If you want to be that leader of distinction that everyone talks favourably about, if you want to be that person who is discussed at parties as a great boss and mentor, request our Business Leader Success consultation

What can you do?

Request a conversation with Julie Hyde and find out what you can do to be a relevant and influential leader. Find out how you can implement various simple and effective leadership strategies in your business to give you RAPID RESULTS and MORE TIME, MORE POWER and MORE PROFIT back to you as the leader. Make sure you have a business and not a job!

Request your FREE Business Leader Success Consultation here: Julie@juliehyde.com.au
Worst case scenario, after an hour phone chat with me, you have a list of ideas you can do something with in your business immediately. Sounds good huh!

Thank you for taking the time to complete the Influential Leader Quiz