



Individual Leadership Self Assessment/Interview

Team Member

Name: _____

Role: _____

Organization: _____

Team/Department: _____

Date: _____

Comments/Summary/Observations:

Your History:

Tell me about the part of your job that is the most enjoyable:

The least enjoyable:

What are your greatest strengths as a member of this business?

PEOPLE * PROCESS * PRODUCTIVITY * PROFIT



What kinds of people are the hardest for you to deal/work with?

How do you handle changes and rough waters?

What motivates you?

Do you prefer working with tasks or working with people; differentiate:

What is the area in which you have the greatest opportunity for growth?

Describe the type of working environment that you prefer:

If you were in charge of the company, what changes would you make and why?

How did you “get here”?



Professional History/Background:

Company History:

Internal Connections to other Employees (i.e. family, neighbors, close friends):

About the Company:

What makes this organization uniquely different from other organizations?

Why do people enjoy working at this organization?

Identify the strengths of the Company:

If you were “in charge” what changes would you make? Why?



About the Team

Who are the “key leaders/managers/influencers in the Company?”

Team Concerns/Issues:

Developing people?

**Performance appraisal system/Incentive plans in place?
(i.e. Career Pathing)**

Morale of employees?

Clarity regarding Roles?

Communication systems/disciplines?