

Leadership Strengths Performance Evaluation

Name of leader being evaluated _____

Name of person completing evaluation of leader _____

Relationship to leader (Leader, Peer, Subordinate, other) _____

Date of evaluation _____ Date of follow up evaluation _____

Instructions: This assessment is designed using the desired strengths and traits of High Performance leaders, according to the work of John Maxwell. Complete the assessment with open honest thoughts in order to provide feedback that will give insight and create growth opportunities for the Leader you are evaluating. Use a score of 1 thru 5:

- 1= rarely, if ever exhibits this trait. The furthest from my mind when I think of this person.
- 2= sometimes, but not often, exhibits this characteristic. At least he/she knows what it means.
- 3= half hearted... 50% of the time displays this.
- 4= most of the time, describes him/her. Tries to live by it, not always hitting the mark.
- 5= always, this person is an example, a role model of this behavior.

#	Score	Leadership Strengths/Performance Traits:
1		Integrity; uncompromisingly honest and sincere
2		Respectful; considerate of the dignity and views of others
3		Accountable; receptive to contrary feedback as well as criticism
4		Caring attitude; considers others, their feelings and their fate in his/her decisions
5		Communication; ensures that subordinates, peers and superiors are mutually aware
6		Passionate; has 'fire in the belly' for the program or mission
7		Visionary; focuses on the horizon instead of the immediate
8		Self-assured; air of confidence, balanced with humility and sincerity
9		Trusting; inspires and empowers others, instead of controlling
10		People skills; ability to motivate with a caring and compassionate attitude
11		Judgment; ability to make wise decisions in difficult situations
12		Discernment; acute perception of circumstances and surroundings
13		Enthusiastic; visible excited about the mission or program
14		Innovative; creative, and open-minded with programs and people
15		Encourager; helps others to overcome failure with patience and forgiveness
16		Team spirit; focuses limelight on team – not self
17		Listener; seeks to fully understand before offering a response, or solution:
18		Optimistic; sees potential, not problems, when facing adversity
19		Curious; always asks questions and not afraid to challenge the status quo:
20		Responsible; trustworthy and dependable with any assignment
21		Balance; accomplishes tasks, but not at the expense of relationship
22		First things first; effectively schedules professional as well as personal priorities
23		Follow through; faithfully sees assignment through to completion in a timely manner
24		Leads by example; diligent, hard working and visible
25		Global perspective; understands big picture, not easily side tracked by petty distractions
26		Loyal; committed to the vision, mission, values and purpose of the organization
27		Consistent; leads with fairness and equity, without favoritism
28		Reproductive; ability to attract and develop leaders
29		Receptive; involved team members in decisions that affect them

