**LEADERSHIP SKILLS**

**SELF-ASSESSMENT TEST**

Adapted from: Utah State University’s Leadership Skills Self Assessment Test

<http://studentlife.tsc.usu.edu/stuserv/pdf/lssatest_full.pdf>

**Interpersonal**

1. I **establish** positive and productive working relationships with others, including those who may hold divergent points of view.

Circle a Number:

Agree Disagree

5 4 3 2 1

2. I **maintain** positive and productive relationships with others, including those who may hold divergent points of view.

Agree Disagree

5 4 3 2 1

3. I give instructive feedback, both positive and negative to others.

Agree Disagree

5 4 3 2 1

4. I seek and accept constructive feedback, both positive and negative, from others.

Agree Disagree

5 4 3 2 1

5. I listen carefully and respond appropriately to verbal and non-verbal messages.

Agree Disagree

5 4 3 2 1

6. I maintain the trust of others by respecting confidentiality.

Agree Disagree

5 4 3 2 1

Score: \_\_\_\_\_

5-10: I need practice with these skills.

11-16: I have some knowledge of these skills, but need further training and experience.

17-22: I have experience with these skills but need feedback.

23-30: I have competence to perform these skills successfully.

**Organizational Management**

1. I delegate duties to other members of my group.

Agree Disagree

5 4 3 2 1

2. I work effectively with organization advisors and other administrators.

Agree Disagree

5 4 3 2 1

3. I motivate others in the organization to be productive.

Agree Disagree

5 4 3 2 1

4. I organize tasks according to a time line and then meet that deadline.

Agree Disagree

5 4 3 2 1

5. I facilitate the development of goals for the organization.

Agree Disagree

5 4 3 2 1

6. I use innovative techniques to plan and accomplish the group’s goals.

Agree Disagree

5 4 3 2 1

Score: \_\_\_\_\_

5-10: I need practice with these skills.

11-16: I have some knowledge of these skills, but need further training and experience.

17-22: I have experience with these skills but need feedback.

23-30: I have competence to perform these skills successfully.

**Decision-Making Skills**

1. I can make decisions effectively.

Agree Disagree

5 4 3 2 1

2. I facilitate my group to come to a decision.

Agree Disagree

5 4 3 2 1

3. I implement effective decisions.

Agree Disagree

5 4 3 2 1

4. I take responsibility for decisions.

Agree Disagree

5 4 3 2 1

5. I evaluate the effects and effectiveness of a decision.

Agree Disagree

5 4 3 2 1

6. I am flexible with decisions.

Agree Disagree

5 4 3 2 1

Score:

5-10: I need help and practice with these skills.

11-16: I have some knowledge of these skills, but need further training and experience.

17-22: I have experience with these skills but need feedback.

23-30: I have competence to perform these skills successfully.

**Problem-Solving Skills**

1. I define problems and identify possible/apparent causes.

Agree Disagree

5 4 3 2 1

2. I identify creative solutions.

Agree Disagree

5 4 3 2 1

3. I facilitate the group in identifying and implementing solutions.

Agree Disagree

5 4 3 2 1

4. I can handle several problems at one time.

Agree Disagree

5 4 3 2 1

5. I mediate conflicts within the group.

Agree Disagree

5 4 3 2 1

6. I resolve conflicts between others and me.

Agree Disagree

5 4 3 2 1

Score: \_\_\_\_\_

5-10: I need help and practice with these skills.

11-16: I have some knowledge of these skills, but need further training and experience.

17-22: I have experience with these skills but need feedback.

23-30: I have competence to perform these skills successfully.

**Community/Citizenship Skills**

1. I share my talents with other district officials and staff.

Agree Disagree

5 4 3 2 1

2. I support and participate in district activities and functions through attendance and/or

financial contributions.

Agree Disagree

5 4 3 2 1

3. My involvement in district activities has made me a better citizen.

Agree Disagree

5 4 3 2 1

4. Through participation in district activities, I have a better understanding of local, state,

and national events.

Agree Disagree

5 4 3 2 1

5. I have gained a commitment to the district through my involvement.

Agree Disagree

5 4 3 2 1

6. Through participation in district activities, I have gained a sense of belonging and feel that I am an important part of the conservation movement.

Agree Disagree

5 4 3 2 1

Score: \_\_\_\_\_

5-10: I need help and practice with these skills.

11-16: I have some knowledge of these skills, but need further training and experience.

17-22: I have experience with these skills but need feedback.

23-30: I have competence to perform these skills successfully.

**Diversity Awareness and Acknowledgement Skills**

Diversity includes, but is not limited to, people of different color, race, religion, sex, national origin, age, sexual orientation, marital or parental status, veteran’s status and presence of any disabilities as outlined by ADA.

1. I am knowledgeable about the religious, cultural, linguistic, ability and socioeconomic

backgrounds of people in my community.

Agree Disagree

5 4 3 2 1

2. In my position, I model respect for, and inclusion of, people who differ in religion, race, language, abilities, and socioeconomic class.

Agree Disagree

5 4 3 2 1

3. I know where to find resources regarding multicultural issues and people with disabilities, people of different religions, and people who speak other languages.

Agree Disagree

5 4 3 2 1

4. In programming and advertising, I invite and accommodate ALL attendees (religion, race, language, abilities, and socioeconomic class) and provide sufficient accessibility.

Agree Disagree

5 4 3 2 1

5. I actively seek out people from diverse populations to work with me on committees.

Agree Disagree

5 4 3 2 1

6. I recognize and constructively address value conflicts based on race, religion, ability, or socioeconomic class.

Agree Disagree

5 4 3 2 1

Score: \_\_\_\_\_

5-10: I need help and practice with these skills.

11-16: I have some knowledge of these skills, but need further training and experience.

17-22: I have experience with these skills but need feedback.

23-30: I have competence to perform these skills successfully