



## Core Leader Skills and Competencies

### Self-Assessment Tool

How well do I ...?

#### Manage the Work

	Low					High	Possible Follow-up Idea
1. Manage time and resources	1	2	3	4	5	_____	
2. Create standard work and process	1	2	3	4	5	_____	
3. Measure: financial, quality, customer & key processes	1	2	3	4	5	_____	
4. Surface and solve problems in real time	1	2	3	4	5	_____	
5. Engage across departmental/team boundaries	1	2	3	4	5	_____	

#### Improve the Work

	Low					High	
6. Prioritize and align to strategy and aims	1	2	3	4	5	_____	
7. Understand current state, cause and target condition	1	2	3	4	5	_____	
8. Learn and use improvement tools and methods	1	2	3	4	5	_____	
9. Reduce variation and waste	1	2	3	4	5	_____	
10. Get results and sustain them	1	2	3	4	5	_____	

**Build Team Capability**

**Low**

**High**

11. Develop competency through coaching

1    2    3    4    5

\_\_\_\_\_

12. Use the whole team

1    2    3    4    5

\_\_\_\_\_

13. Communicate effectively

1    2    3    4    5

\_\_\_\_\_

14. Establish respect and accountability

1    2    3    4    5

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**Shape Team Culture**

**Low**

**High**

15. Share vision and build will

1    2    3    4    5

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16. Promote transparency

1    2    3    4    5

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17. Create psychological safety

1    2    3    4    5

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18. Encourage mindfulness

1    2    3    4    5

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19. Keep the person at the center

1    2    3    4    5

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