

Advanced Leadership Index

WORLD VIEW ATTRIBUTES	SELF VIEW ATTRIBUTES
Leadership Perception and Reasoning	Self-Perception
People Dynamics and Relationships	Self-esteem and Personal Value
Executing Plans and Achieving Results	Position Awareness and Engagement
Strategy, Planning and Goal Setting	Planning and Focus on the Future

SOFT SKILLS		
Accountability for Others	Flexibility	Respect for Policies & Procedures
Attitude toward Others	Following Directions	Self Confidence
Balanced Decision Making Ability	Gaining Commitment	Self-discipline and Restraint
Building Effective Teams	Goal Achievement	Self Improvement
Concentration	Interpersonal Skills	Self-management
Conceptual Thinking	Intuition	Self-starting Ability
Conflict Management	Leading Others	Sense of Belonging
Consistent & Reliable Performance	Long Range Planning	Sense of Mission and Duty
Continuous Learning	Maintaining Control & Composure	Sense of Belonging
Correcting Others	Meeting Standards	Sense of Mission and Duty
Customer Focus	Objective Listening	Sense of Timing
Developing Others	Personal Accountability	Strategic Capability
Diplomacy and Tact	Personal Drive	Surrendering Control
Drive for Results	Persuading Others	Teamwork
Empathy toward Others	Planning and Organizing	Theoretical Problem Solving
Enjoyment of Your Job	Practical Problem Solving Ability	Using Common Sense
EQ: Intrapersonal	Practical Thinking	Withstanding Pressure
EQ: Interpersonal	Proactive Thinking	Work Ethic
EQ: Overall Emotional Intelligence	Resiliency	
Evaluating What is being Said	Respect for Authority	

Advanced Leadership Index

SOFT SKILLS DESCRIPTIONS

Accountability for Others: Do you hold yourself accountable for the actions of others?

Attitude toward Others: What is your regard for other people?

Balanced Decision Making Ability: How well do you make balanced decisions as a leader?

Building Effective Teams: Are you able to create dynamic, high performing teams?

Concentration: How well can you maintain focus throughout a given task or project?

Conceptual Thinking: How well are you able to visualize a plan or model conceptually from start to finish?

Conflict Management: How well do you manage conflict as a leader?

Consistent and Reliable Performance: Do you perform in a consistent manner?

Continuous Learning: How motivated are you to keep learning?

Correcting Others: Do you tend to tell other people what mistakes they have made, or correct them when they are wrong?

Customer Focus: How well do you focus on your customers and their needs?

Developing Others: Do you take time to develop the potential of others?

Diplomacy and Tact: Do you maintain poise under pressure and promote cooperation and understanding?

Drive for Results: How focused on results are you?

Empathy toward Others: Do you understand and empathize with people?

Enjoyment of Your Job: Do you generally enjoy what you do for a living?

EQ: Intrapersonal: What is your level of emotional intelligence within yourself?

EQ: Interpersonal: What is your overall level of emotional intelligence as it pertains to others?

EQ: Overall Emotional Intelligence: How well do you understand your emotions and the emotions of others? How well are you able to maintain control of your emotional state? How well are you able to manage relationships and interactions with others?

Evaluating What is being Said: Are you able to accurately interpret what others are saying?

Flexibility: How adaptable are you as a leader?

Following Directions: Are you able to understand and perform what is asked of you by others?

Gaining Commitment: Are you effective at gaining buy in and commitment from others?

Goal Achievement: How well do you focus on achieving your leadership goals?

Growth Mindset: Am I born with talent and intelligence which are therefore permanent qualities and something I cannot change? Or can I develop my talent and intelligence no matter what?

Advanced Leadership Index

Handling Rejection: Are you able to emotionally manage when people reject what you suggest or do?

Influencing Others: Are you able to influence people to your point of view?

Interpersonal Effectiveness: How well do you effectively communicate with others?

Interpersonal Skills: Do you have the skills to effectively communicate with others?

Intuition: How well can you “feel into the situation” and process without needing to think or have all the facts about it?

Leading Others: How effective are you at guiding and leading others?

Long Range Planning: Do you make plans well into the future?

Maintaining Control and Composure: This measures the person’s ability to maintain control and composure when under stress in a leadership position.

Meeting Standards: Do you strive to work at a level that meets or exceeds requirements?

Objective Listening: Are you able to listen to what is being said and evaluate it in an objective manner?

Personal Accountability: Do you take personal responsibility for your actions?

Personal Drive: Are you motivated to succeed regardless of obstacles or barriers?

Persuading Others: Are you able to persuade or sway the opinions of others?

Planning and Organizing: Are you able to envision the future and plan accordingly?

Practical Problem Solving Ability: How well are you able to solve routine problems in a practical manner?

Practical Thinking: Do you tend to see things from a practical perspective?

Proactive Thinking: Do you tend look to the future to gain insight?

Resiliency: To what degree do you exhibit resilience and unwavering determination?

Respect for Authority: Do you show esteem and respect for people in positions of authority?

Respect for Policies and Procedures: Are you respectful of rules, standards, policies and procedures?

Self Confidence: Are you self-assured and confident in your actions?

Self-discipline and Restraint: How well do you handle and respond to situational stresses that directly affect you?

Self Improvement: Do you focus on bettering yourself?

Self-management: Are you able to manage and organize yourself effectively?

Self-starting Ability: Are you motivated to jump right in and get going?

Sense of Belonging: Do you feel connected to others and like you belong?

Sense of Mission and Duty: Are you fully committed to your role and responsibilities?

Advanced Leadership Index

Sense of Timing: Are you able to take action at just the right time?

Strategic Capability: Are you a strategic thinker or visionary?

Surrendering Control: Are you readily able to yield power and control to others?

Teamwork: Are you focused on all aspects of teamwork as a leader?

Theoretical Problem Solving: Are you able to think and plan in abstract and speculative terms?

Using Common Sense: Are you able to use common sense to make rational and sound decisions on a daily basis?

Withstanding Pressure: Are you able to withstand stress and pressure in your life?

Work Ethic: Do you feel a moral obligation and responsibility to work hard and do your best?

For more information and access to soft skills assessments, including the Advanced Leadership Index, go to www.mycoach.com/assessments