

Assessing Your Current Transformational Leadership Skills



In organizations committed to women’s leadership development and ensuring a pipeline of women leaders for the future, it’s important to help them develop the knowledge and skills to move into a more transformative leadership state. Transformational leaders are especially qualified to help lead in times of disruption, and well-positioned to inspire their team to collaborate, innovate, and motivate.

Complete this assessment (and/or share with the appropriate colleagues) to determine your current transformational leadership skills.

Instructions: For each of the 10 essential skills listed below, place a check mark under the rating from 1–10 that you believe reflects your current abilities. Consider how your manager or someone from your team would rate you on these skills. A 10 rating means that you are extremely strong in that area; a 1 rating means that you need to greatly improve. Guidelines to help you determine an appropriate rating are listed below.

Guidelines:

- **9 or 10:** You regularly practice this skill, proactively advocate for it, and are known for your expertise in it. For some skills, you have taken a lead role in building them as a competency within your organization (e.g. change management, team-building, or strategic planning).
- **7 or 8:** You strongly believe in the importance of this skill and have made some attempts at developing it yourself. However, you are not quite at the level you’d like to be due to a lack of time and/or other factors.
- **5 or 6:** You recognize the value of this skill but have not been able to make it a priority consistently. You have never had a mentor who could help you become more proficient.
- **3 or 4:** You lack a clear understanding of this skill. With adequate training and/or exposure, you would consider making it more of an area of emphasis.
- **1 or 2:** You have no familiarity with this skill. You have never worked in an environment where it was valued. As a result, it is not something in which you have expertise.

| Ratings: | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
|------------------------------------|---|---|---|---|---|---|---|---|---|----|
| 1. Emotional Intelligence | | | | | | | | | | |
| 2. Adaptability | | | | | | | | | | |
| 3. Team-Building | | | | | | | | | | |
| 4. Inspired Vision | | | | | | | | | | |
| 5. Culture Optimization | | | | | | | | | | |
| 6. Collaboration | | | | | | | | | | |
| 7. Change Management | | | | | | | | | | |
| 8. Organizational Alignment | | | | | | | | | | |
| 9. Knowledge Sharing and Retention | | | | | | | | | | |
| 10. Strategic Planning | | | | | | | | | | |

Transfer your ratings in column 2 of the “Mapping Your Skills to Your Organization” page.

Mapping Your Skills to Your Organization

Instructions: In columns 3 and 4, rank order the 10 skills from 1 (lowest) to 10 (highest). Add the numbers in columns 3 and 4 to obtain a total and write the total in column 5.

| 1 | 2 | 3 | 4 | 5 |
|---|------------------------------|--|--|-------------------------------------|
| Essential Transformational Leadership Skill | Your Current Personal Rating | Level of Importance to Your Organization | Current Level of Need Within Your Organization | Total Organizational Value Assigned |
| Emotional Intelligence | | | | |
| Adaptability | | | | |
| Team-Building | | | | |
| Inspired Vision | | | | |
| Culture Optimization | | | | |
| Collaboration | | | | |
| Change Management | | | | |
| Organizational Alignment | | | | |
| Knowledge Sharing and Retention | | | | |
| Strategic Planning | | | | |

Interpretation of Results:

- If *Your Current Personal Rating* is >5 and your *Total Organizational Value Assigned* is >10, you should consider this an **Opportunity**.
- If *Your Current Personal Rating* is <5 and your *Total Organizational Value Assigned* is >10, you should consider this a **Threat**.
- When the *Total Organizational Value Assigned* is <10, that particular skill is not important enough within your current environment to be a major focal area for you (at least in the short term). You should still develop the skill if you feel that it will be valuable later in your career.