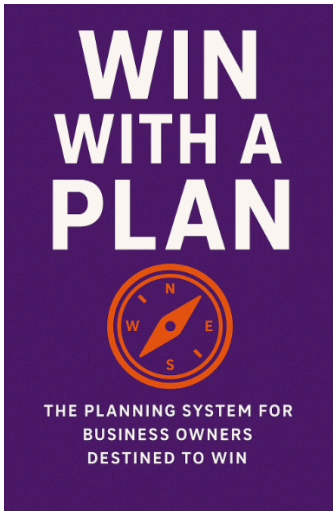


Leadership Effectiveness Test

Excerpt From:



Your Name

Your Email

(So we can send you a copy)

Your Cell Phone

(So we can communicate)

Please complete the following assessment by clicking on the boxes to access the dropdown menu. Your **Leadership Effectiveness Test** will be calculated automatically.

If you're curious about your **Leadership Effectiveness Test**, or if you'd just like some no-obligation encouragement, I'd love to help. Let's connect:

559.210.4333

Frank Turner





About LEADERSHIP

Jim Collins' is one of the best business authors of the last fifty years. His seminal book, "Good to Great," found that the best leaders (Level 5 Leaders) are a mix of extreme personal humility and intense professional will.

Here are a few of Jim Collins' thoughts on Effective Leadership:

- "Level 5 leaders possess a ferocious resolve to do whatever is needed to make the company / organization great."
- "Level 5 leaders look out the window to attribute success to factors other than themselves. When things go poorly, however, they look in the mirror and blame themselves, taking full responsibility."
- "Level 5 leaders channel their ego needs away from themselves and into the larger goal of building a great company."
- "You can accomplish anything in life, provided that you do not mind who gets the credit." (This is a principle Collins frequently cites, originally attributed to Harry Truman, to describe Level 5 behavior).
- "The good-to-great leaders never wanted to become larger-than-life heroes. They never aspired to be put on a pedestal or become unreachable icons. They were seemingly ordinary people quietly producing extraordinary results."



For Leaders:

The following **Leadership Effectiveness Test** is for your managers, employees and any other stakeholders to complete so that you have an accurate read on your organization's Leadership Effectiveness.

BEFORE you send the **Leadership Effectiveness Test** to those people, answer the three questions below for yourself to assess your initial impressions of your organization's Leadership Effectiveness.

What is your impression of the BUSINESS' / ORGANIZATION's current Leadership Effectiveness? What is good? What is bad? Explain what is done to make this happen:

How do you grade your Effectiveness? A, B, C, D, F _____

Picture your CLIENTS / AUDIENCE. What is your impression of how they'd say you're doing? When was the last time you surveyed them to find out?

How do you grade your Connectiveness? A, B, C, D, F _____

If you were to observe the "Perfect Leader" for 24 hours, describe how they'd spend their day:

How do you compare to him / her? A, B, C, D, F _____



Leadership Effectiveness Test

Give this Survey to your managers, employees and stakeholders to establish a baseline for your organization's **Leadership Effectiveness.**

This takes a considerable amount of courage. And it requires the kind of humility that makes organizations grow

Following this process establishes your strong points and shortcomings, thereby creating a clear path to improvement.

Work to improve your score over time.



How Are Our Leaders Doing?

Please answer the following questions with a score of 1 - 10,
Based on the scale below. Thank you.

Disagree _____ Agree
1 2 3 4 5 6 7 8 9 10

I feel great about our leadership team. _____

**I'm confident in our company's direction.
And I'm confident our leadership can get us there.** _____

**I frequently have conversations with our leadership
team about the company's direction and goals.** _____

I can recite my company's vision right now. _____

**It's clear to me that my role in the company
is aligned with the company's direction.** _____

My leaders are very encouraging. _____

**I know what my strengths are.
And so does the management team.** _____

**There are values that this company will never
compromise on. I know what those values are.** _____

My team is unified around the company's vision. _____

**Working with this company feels like a firm
foundation for me and my family.** _____



LEADERSHIP EFFECTIVENESS SCORE

Leadership Effectiveness Score: _____ %

What is your Effectiveness grade? _____
A, B, C, D, F

If your LEADERSHIP EFFECTIVENESS SCORE is under 60%:

- Your vision is not having any impact on the organization.
- Your leadership team is disconnected from your staff, and the unity of your organization is weak and is likely to falter under the slightest increase in adversity.
- You have A LOT work to do.

If your LEADERSHIP EFFECTIVENESS SCORE is between 60% and 80%:

- You're doing a good job, with a lot of areas to improve.
- Your vision is well articulated, but needs to be polished up before employees will give their very best to support your pursuit.
- Before you can maximize the ROI of your investment in this organization, consider investing in training that ensures your employees are UNIFIED AROUND YOUR VISION

If your LEADERSHIP EFFECTIVENESS SCORE is above 80%:

- You're ROCK STARS
- Your Leadership, and that of your Team, is very likely among the best in your industry.
- Keep up the good work.