



DETERMINING LEADERSHIP POTENTIAL

Determining Leadership Potential Questionnaire

Directions: Think about how you determine leadership potential in others and use the following scale to indicate how much you agree or disagree with each statement.

Question	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
1. I have a clear definition of what determining leadership potential means.					
2. I am fully aligned with all leaders at all levels in my organization as to what leadership potential means.					
3. I have a clearly defined and articulated set of criteria I use for determining leadership potential.					
4. The criteria I use to determine leadership potential are exactly the same as all the other managers in my company.					
5. I am extremely clear on what CEOs look for when determining leadership potential.					
6. Intelligence is one of the most important criteria to use in determining leadership potential.					
7. Personality is one of the most important to use in determining leadership potential.					
8. Motivation is one of the most important to use in determining leadership potential.					



DETERMINING LEADERSHIP POTENTIAL

9. Learning Agility is one of the most important to use in determining leadership potential.					
10. If you have high learning agility, high intelligence, high motivation, and no major personality derailers, almost anyone can learn the skills of how to be a strong leader.					
11. I frequently use assessments to assist in determining leadership potential.					
12. I am highly proficient in knowing the types of assessments available to help with determining leadership potential.					
13. I have trained extensively to perfect my observation skills to aid me in determining leadership potential.					
14. I speak to my direct reports, peers, or manager about what is essential in determining leadership potential.					
15. I am often complimented about my accuracy on the leaders I identify as having leadership potential.					
16. I can name five people off the top of my head that I know to be poor leaders.					
17. I believe performance is a strong predictor of leadership potential.					
18. I have done deep work to understand and manage my biases when considering leadership potential in others.					



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19. I have a robust set of strategic and probing questions I have developed and use consistently to assist in determining leadership potential during interviews.					
20. I have researched the subject matter of determining leadership potential extensively and consider myself an expert.					



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Scoring

For every...

- Strongly agree answer give yourself **5 points**
- Agree answer give yourself **4 points**
- Neither agree nor disagree; give yourself **3 points**
- Disagree answer give yourself **2 points**
- Strongly disagree answer give yourself **1 point**

Scoring Interpretation

Your scores on the Determining Leadership Potential Questionnaire provide data on how you evaluate your understanding and ability to determine leadership potential.

Score	Interpretation
<i>91-100</i>	You are an expert and doing tremendous things to make yourself extremely effective in this subject matter.
<i>76-90</i>	You are quite proficient. There are some areas you could polish, but you largely have.
<i>61-75</i>	You are missing some significant areas of knowledge and skills that are likely impacting your proficiency in determining leadership potential.
<i>31-60</i>	There are many major misconceptions and gaps in terms of how you are thinking about determining leadership potential that will likely impact your long-term success.
<i>0 to 30</i>	Your knowledge level on this subject matter has a big opportunity to be increased to positively impact your work life.