



Chapter Discussion Questions

Chapter 1

1. What are the most important criteria when determining leadership potential in others?
2. How will you apply what you learned in Chapter 1?

Chapter 2

1. Describe implicit bias can limit peoples' career goals and identify at least three ways to combat it.
2. Consider your organization and the diversity represented in leadership roles. Identify at least three actions you can take or recommend to increase diversity in those roles.

Chapter 3

1. How does your personality measure up against the dimensions of The Big 5?
2. Which dimensions of the LB have you used to determine leadership potential?

Chapter 4

1. Why is using performance to determine leadership potential a problem?
2. Is emotional intelligence a type of intelligence, why or why not?

Chapter 5

1. Why is using in-depth leadership skills such as strategic planning, delegation, and managing a problem in DLP?
2. How does the concept of intelligence being fixed make determining leadership potential a challenge?

Chapter 6

1. Why should intelligence be a threshold for determining leadership potential?
2. Can a person be "too intelligent", why or why not?

Chapter 7

1. What personality traits do you look for in determining leadership potential in others?
2. Describe the chemistry of your work team and the role of diversity.



DETERMINING LEADERSHIP POTENTIAL

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3. Conduct a self-assessment on the four components of emotional intelligence: emotional regulation, self-awareness, trust, and empathy.
4. How do you assess the personality of others to determine their leadership potential?

Chapter 8

1. What are your greatest motivators?
2. Is it the responsibility of leaders and managers to motivate employees? Why or why not?
3. How do you assess motivation in others? Is it an accurate method, why or why not?

Chapter 9

1. Based on your work history, do you agree that learning agility is developable? If so, describe an example from your workplace you have experienced as a leader or employee.
2. What methods or approaches do you believe would motivate others to develop more robust learning agility?
3. In your workplace, or from your experience as a manager or leader, have you seen an emphasis on learning agility, or has it been taught in any respect? If so, what tools have been used (such as change agility, self-awareness, and people agility)?

Chapter 10

1. What are important considerations when selecting an assessment instrument?
2. Describe the pros and cons of using assessment tools to determine leadership potential.
3. What approach(es) should be used to ensure an assessment is legally and scientifically valid?