

Leadership Assessment Inventory

	Managing	Your Assessment	Leading
Seeks situations of	Stability Prosperity	1 2 3 4 5	Change Uncertainty
Focuses of goals of	Continuity Optimism of resources	1 2 3 4 5	Improvement Innovation
Bases power on	Position of power	1 2 3 4 5	Personal Influence
Demonstrates skills in	Technical competence Supervision Administration Communication	1 2 3 4 5	Diagnosis Conceptualization Persuasion Dealing with ambiguity
Works toward outcome of	Employee compliance	1 2 3 4 5	Employee commitment
Planning Strengths	Tactics Logistics Focus	1 2 3 4 5	Strategy Policy formation Seeing the big picture
Staffing approach	Selection on qualifications	1 2 3 4 5	Training for positions Networks Shared values
Directing methods	Clarifying objectives Coordinating Establishing reward systems	1 2 3 4 5	Coaching Role modeling Inspiring
Controlling methods	Shared operating procedures Monitoring	1 2 3 4 5	Motivation Self-management Policy formation
Performance	Rewards Discipline	1 2 3 4 5	Support Development
Decision-making	Analytical	1 2 3 4 5	Intuitive

qualities	Risk-averse Rational	Risk-taking Ambiguous
Communication	Transactional 1 2 3 4 5 Exchange Reciprocal	Transformational Committing people to action Persuasive
Oriented toward	Programs 1 2 3 4 5 and procedures	People and concepts
Resources valued	Physical 1 2 3 4 5 Fiscal Technological	People Informational
Information base of	Data, facts 1 2 3 4 5	Feelings, emotions and ideas Things to learn
Human Resources as	Assets to 1 2 3 4 5 meet current organizational needs	Corporate resources for today and future development
Change attitude	Implements 1 2 3 4 5 change by translating vision	Sees change as a raison d'être
Defines success as	Maintenance 1 2 3 4 5 of quality Stability and consistency Efficiency	Employee commitment Mutuality/trust Effectiveness
Does not want to experience	Anarchy 1 2 3 4 5 Employee disorientation Surprise	Inertia Lack of motivation Boredom
Is unsuccessful when experiencing	Deviation 1 2 3 4 5 from authority Employee resistance Low performance	Consequences of selecting wrong direction/vision Failure to communicate vision Lack of buy-in

Taken from: Learning to Lead by Warren Bennis and Joan Goldsmith (pg. 15).