

Model the Way	Self Rating
1. Sets a personal example	4
6. Spends time and energy ensuring standards and principles are adhered to	3
11. Follows through on promises	5
16. Finds ways to receive feedback on actions	3
21. Builds consensus on agreed-upon values	3
26. Talks about guiding values	3
Totals	21
Total Self Rating:	21

Inspire a Shared Vision	Self Rating
2. Looks ahead and communicates future	4
7. Describes ideal capabilities of the organization	3
12. Talks with others about the shared vision of a better future	2
17. Finds common ground with others	2
22. Upbeat and positive communicator	4
27. Speaks about a higher purpose and meaning	2
Totals	17
Total Self Rating:	17

Challenge the Process	Self Rating
3. Looks for ways to develop and challenge abilities	3
8. Looks for ways for others to try new ideas and methods	3
13. Keeps current on events and activities	3
18. Asks "What can we learn" from this experience	3
23. Sets goals and specific plans for projects	4

28. Takes initiative in experimenting	2
Totals	18
Total Self Rating:	18

Enable Others to Act	Self Rating
4. Fosters cooperative rather than competitive relationships	5
9. Actively listens to diverse points of view	4
14. Treats others with dignity and respect	5
19. Supports decisions of others in the organization	4
24. Provides freedom and choice	5
29. Provides others leadership opportunities	5
Totals	28
Total Self Rating:	28

Encourage the Heart	Self Rating
5. Praises people for a job well done	5
10. Encourages others as they work on activities	3
15. Gives support and appreciation for contributions	4
20. Publicly recognizes people for commitment to values	2
25. Finds ways to publicly celebrate accomplishments	4
30. Creatively recognizes people	3
Totals	21
Total Self Rating:	21

	Self	Rank
Model the Way	21	2
Inspire a Shared Vision	17	5
Challenge the Process	18	4
Enable Others to Act	28	1
Encourage the Heart	21	2



