

Are you Really a Complete Leader?

For the last 15 years I have been analyzing the tight relationship between the results achieved in the Continuous Improvement efforts of my customers and the level and strength of Leadership in their environment.

At this point I can affirm that no lasting results can ever be achieved when the Leadership in the organizations is poor or even not so good.

This is a survey that all leaders (top management included), should take so we can start taking advantage of the strengths and addressing the possible weaknesses and work on them in order to become better leaders all the time. Remember that all the people at all levels must perform with optimal leadership skills. In the survey, h/h means 'His or Her.'

**Use the third column to grade yourself between 0 and 10, being...
0= "not me at all" and 10= "I Certainly am just that kind of person!"**

Skill	Description	Grade
Problem Solver	<ul style="list-style-type: none"> • Never reacts against a person or looks to blame a person when a problem occurs. • Always goes after the root cause of the problem and puts h/h total attention and h/h associates' towards preventing recurrence of the problem. 	
Mentor	<ul style="list-style-type: none"> • Has technical knowledge of the process and equipment. • Is capable and willing to share all h/h knowledge and experience with the associates in h/h team and other people in the organization 	
People Person	<ul style="list-style-type: none"> • Is a good listener. • Pays attention to all personal and work related issues of all h/h associates. • Knows by heart the name of all h/h team members and their personal - family situations, hobbies, etc. • None of h/h associates complains about the service he or she provides them in every way. • At all times is an advocate of h/h people when for any reason they are not being fairly treated. 	
Great Communicator	<ul style="list-style-type: none"> • Makes sure that all his communications are clearly understood by h/h associates and explains everything as detailed as needed. • Shares the basic information about the present and future state of the business so people have no doubts about where the organization is going. • Constantly asks associates for their feedback to make sure the communication is working well for all the team. • Makes sure all other leaders get full and timely information about any issue that may affect the organization. 	
Decision Making	<ul style="list-style-type: none"> • Always analyzes situations as well as possible and takes into account experience and knowledge of the team to improve decisions. • Acknowledges when the result of a decision is not as good as expected and is willing to make corrections and adjustments to the actions taken. • Always acknowledges and recognizes the contributions of the associates to the decisions. 	

<p>Role Model</p>	<ul style="list-style-type: none"> • Performs optimally in every way and at all times. • Assures that each of h/h associates have everything they require to also perform and comply with the highest expectations and needs. 	
<p>Self Developed</p>	<ul style="list-style-type: none"> • Is in continuous search for newer techniques and knowledge on the industry and the related to h/h responsibilities like: leadership, communication, motivation, etc. • Reads and searches the Internet to constantly improve all the above skills in order to grow with and within the organization. 	
<p style="text-align: right;">Total:</p>		

What are the actions you will start to take immediately to improve the areas of leadership where you find weaknesses?

<p>Name, Signature, and Date:</p>