

ACCESS LEADERSHIP QUESTIONNAIRE

Participant



Please complete this self-assessment questionnaire in preparation for your attendance at the APPA Strategic Leadership course. You will be asked to share results with the instructors and a learning partner during the first day of the course.

Leader receiving feedback: _____

Date Completed: _____

This leader shows particular strength in the following areas (check no more than 3 areas):

- ☐ **Awareness:** Understands the organization and its systems and is able to get things done and influence results in order to fulfill the leader's own and organization's purpose.
- ☐ **Character:** Models enduring values and takes an ethical stance and is committed to continuous self-development.
- ☐ **Community:** Fosters a sense of connection within the organization and with those served through effective communication and engagement with differences.
- ☐ **Empowerment:** Enables employees to develop and be engaged in their jobs and the organization by sharing powers and effectively leading and developing teams.
- ☐ **Service:** Demonstrates a sense of service based on understanding of constituent needs and a commitment to performance improvement. Instills a commitment to service in others.
- ☐ **Sustainability:** Fosters innovation and is effective in leading needed change to ensure the organization fulfills its vision and remains viable in the future.

This leader would be more effective if s/he developed further in these areas:

(check no more than 3 areas):

- ☐ **Awareness:** Understands the organization and its systems and is able to get things done and influence results in order to fulfill the leader's own and organization's purpose.
- ☐ **Character:** Models enduring values and takes an ethical stance and is committed to continuous self-development.
- ☐ **Community:** Fosters a sense of connection within the organization and with those served through effective communication and engagement with differences.
- ☐ **Empowerment:** Enables employees to develop and be engaged in their jobs and the organization by sharing powers and effectively leading and developing teams.
- ☐ **Service:** Demonstrates a sense of service based on understanding of constituent needs and a commitment to performance improvement. Instills a commitment to service in others.
- ☐ **Sustainability:** Fosters innovation and is effective in leading needed change to ensure the organization fulfills its vision and remains viable in the future.

OPEN ENDED:

A. Please describe this person's strengths as a leader:

B. I believe this leader would be even more effective by enhancing his/her capability in these areas:

I believe this leader is sometimes limited in his/her leadership by....

C. What I need most from this leader is...

_____ because

D. What strategic challenges is this leader expected to handle now or in the future in his/her role in the organization?

E. Additional Comments:
