

Name: _____ Date: _____

Attributes of a SOLID Executive Leader

A. Instructions: In the space provided, grade yourself in each area, using the following grading scale:
AA = Excels in this area A = Very Good B = Good C = Average D = Deficient

Service

- _____ Servant leader mentality
- _____ Passion to serve others
- _____ Decisive; has courage to fail, but corrects it quickly
- _____ Systematic (analyzes the issue, yet decides quickly)
- _____ Calculated risk-taker; consistently exhibits good judgment
- _____ Able to rally the troops (internal and external)
- _____ Able to persuade others
- _____ Treats people fairly and with respect, but insists on top performance and gives credit where due
- _____ Capitalizes on own unique abilities/strengths
- _____ Maintains a positive attitude, despite most circumstances
- _____ Grows others through effective delegation and empowerment
- _____ Seeks advice/not afraid to ask for help
- _____ Avoids transparency; protects direct reports from top-down pressure
- _____ Has compassion for employees; genuinely cares about people
- _____ Empathetic; can put self in the place of other person
- _____ Humble; displays true humility

Other attributes include:

Organization

- _____ Understands organizational development
- _____ Sees self as an internal change agent
- _____ Embraces continuous improvement (self and others, organization)
- _____ Strong executive recruitment skills
- _____ Good at retention; keeps key employees; replaces poor performers
- _____ Experienced at reorganization; expertise in right-sizing and restructuring
- _____ Organizes systems; consistently sets and achieves goals
- _____ Excellent communication skills; consciously works daily in this area
- _____ Sophisticated listening skills; draws people out; reads between the lines
- _____ Employs advanced time and priority management systems; effectively manages time

Other attributes include:

Leadership

- _____ Solution oriented vs. problem oriented
- _____ Always strives toward “peak performance”
- _____ Pushes self beyond present capabilities
- _____ Takes a stand, even if alone
- _____ Sees the forest and the trees
- _____ Visionary; inspires others to significant action
- _____ Able to clearly articulate vision in simple terms; a motivator
- _____ Known as a great coach; in high demand as a mentor; mentors others
- _____ Listens and asks questions; doesn’t over-use command or control
- _____ Inspires his/her people to greatness
- _____ Able to transcend conventional business rules
- _____ Has at least one leadership mentor
- _____ Razor-sharp ability to focus both tactically and strategically

Other attributes include:

Integrity

- _____ Consistently tells the truth to self and others
- _____ Committed to continuous self-improvement
- _____ Has enduring values/ethics/philosophies
- _____ Tough-minded; adheres to personal values
- _____ Holds self and others accountable to high standards
- _____ Persistent; does not give up easily
- _____ Trustworthy; has the trust of many
- _____ Aims/seeks/works to understand spiritual truths and to see these truths in everyone and in every business challenge
- _____ Stays away from gray areas; ethical
- _____ Lives out his/her values on a daily basis

Other attributes include:

Design

- _____ Lives life for true success; focus on things that will stand the test of time
- _____ Builds thing to last; invests in people
- _____ Maturity; knows own strengths and weaknesses
- _____ Sacrifices present gain for future goals
- _____ Designs creative solutions; thinks outside the “box”
- _____ Balances the first four attributes
- _____ Able to clearly see valid opportunities and how to achieve them; designs success strategies
- _____ Begins with the end in mind!
- _____ Exercises the mind and the body
- _____ Committed to leave behind a legacy for future generations
- _____ Lives a balanced life

Other attributes include:

B. Instructions: In the space provided, list the action you want to take in order to improve your leadership abilities
