



Creating Sustainable Leadership Assessment
for <Name>
Month Year

Please note:

As you proceed in taking the survey, please keep in mind that if at any time you want to return to a previous page, any choices that you have made on your current page will not be saved.

How familiar are you with her/his work? [dropdown menu]

Please indicate the Role that most accurately defines your relationship to the individual.

[dropdown menu]

Please rate the individual on the following assessment:

(5)Consistently exceeds my expectations, (4) Frequently exceeds my expectations, (3) Meets my expectations, (2) Needs improvement to meet my expectations, or (1) Fails to achieve my expectations.

Is a continuous learner, actively seeking to develop her/his own knowledge and skills [dropdown menu]

Is realistic about her/his self, abilities, and limit, and acts self-confidently [dropdown menu]

Takes charge in a manner that inspires others to follow [dropdown menu]

Is aware of her/his impact on others [dropdown menu]

Develops effective teams by sharing goals and fostering collaboration among members [dropdown menu]

Is committed to develop, coach, and mentor others and encourage them to take risks and learn on all levels [dropdown menu]

Demonstrates empathy and compassion for others [dropdown menu]

Recognizes the importance of how her/his behaviors affect her/his performance [dropdown menu]

Provides reliable and dependable leadership, even when there is ambiguity, uncertainty, and incomplete information. [dropdown menu]

Creates a positive environment, one free of fear [dropdown menu]

Facilitates purposeful and positive change [dropdown menu]

Leads by example, is a good role model for others [dropdown menu]

Demonstrates consistent, positive relationship-building behavior over time	<input type="text"/>
Demonstrates integrity and trustworthiness - has high standards of personal conduct, does the right thing	<input type="text"/>
Delegates to you effectively and appropriately - gives clear expectations about outcomes without controlling or micromanaging the process	<input type="text"/>
Effectively mobilizes resources to respond to opportunities and problems	<input type="text"/>
Demonstrates the ability to build a network of relationships - has connections in and out of her/his division with proven ability to access the right people and resources when needed	<input type="text"/>
Involves key people in change processes effectively	<input type="text"/>
Effectively manages continuous improvement	<input type="text"/>
Willingly admits when s/he has been wrong and offers apologies if warranted	<input type="text"/>
Involves others as appropriate when outcomes will impact their work	<input type="text"/>
Has the ability to control emotions and respond calmly in stress-inducing situations	<input type="text"/>
Pursues new opportunities and takes on new initiatives, adapts to and leads change	<input type="text"/>
Strives to improve or meet a standard of excellence	<input type="text"/>
Anticipates obstacles; takes calculated risks	<input type="text"/>
Understands how the University operates and is able to work through people and systems to get things done	<input type="text"/>

Has a vision for change and acts to support it	<input type="text"/>
Creates synergies with others to align organizational goals	<input type="text"/>
Has a passion that leads to the development of a new idea or the completion of a task	<input type="text"/>
Is optimistic in the face of challenges, skillfully managing despite resistance and unforeseen events	<input type="text"/>
Is open to new ideas, alternatives or perspectives - willing to learn from others	<input type="text"/>
Demonstrates behaviors that support a healthy life and work balance	<input type="text"/>
Values excellent performance and recognizes individuals for a job well done, even if the effort is not successful	<input type="text"/>
Articulates her/his vision effectively, inspires others to see the importance of what they are doing for the University	<input type="text"/>
Demonstrates a logical and systematic approach to problem solving	<input type="text"/>
Develops new skills necessary to succeed on the job	<input type="text"/>
Supports requests and opinions with metrics, charts, or other data	<input type="text"/>
Organizes projects so work is accomplished efficiently and productively	<input type="text"/>
Makes effective and persuasive presentations	<input type="text"/>
Is a good judge of people and talent; consistently works to attract and retain the right people	<input type="text"/>
Has an ability to spot opportunities, trends, and problems early	<input type="text"/>

Demonstrates the courage to make unpopular decisions and stand firm against resistance and opposition	<input type="text"/>
Communicates appropriately on what is happening and why	<input type="text"/>
Conveys respect and professionalism in interactions	<input type="text"/>
Excels at making sense of a wide variety of information	<input type="text"/>
Skillfully puts others at ease, even in difficult situations	<input type="text"/>
Demonstrates wisdom and judgment in decision-making	<input type="text"/>
Is knowledgeable in area of expertise and trends in her/his field	<input type="text"/>
Develops positive relationships while getting things done	<input type="text"/>
Has the ability to connect with you on an interpersonal and intellectual level	<input type="text"/>
Develops your trust in her/him	<input type="text"/>
Is self-confident, giving her/him the ability to make decisions	<input type="text"/>
Follows through on commitments - can be depended on	<input type="text"/>
Seeks to understand others and their perspectives	<input type="text"/>
Uses effective listening skills when communicating	<input type="text"/>
Negotiates well, orchestrates win-win solutions	<input type="text"/>
Sees the pieces of the puzzle and understands how they fit into the big picture	<input type="text"/>
Demonstrates a sense of good humor	<input type="text"/>
Demonstrates humility	<input type="text"/>
Is a creative problem solver with an ability to identify ideas for improvement / innovation	<input type="text"/>
Willingly gives and receives feedback	<input type="text"/>
Demonstrates visionary thinking, is forward looking, imagines possibilities, and has a vision for where to lead the group	<input type="text"/>
Has the ability to anticipate, recognize, and meet stakeholder needs	<input type="text"/>
Takes action to ensure stewardship within her/his organization and the university	<input type="text"/>
Asks insightful and probing questions	<input type="text"/>

Demonstrates business savvy uses business models and acumen to understand external realities, internal activities, and financial targets: identifies patterns and trends that affect her/his area of expertise.

Has a thirst for problem solving evidenced by her/his ability to look at the big picture with curiosity, passion, motivation, and focused energy to solve challenges.

Exhibits a proven ability to execute, manage, take charge, and delegate to assure reliability and accountability toward meeting a goal.

Has the courage to change; takes calculated risks and approaches change with optimism, perseverance, and flexibility no matter the level of ambiguity or how difficult the circumstance.

Demonstrates intellectual honesty truthfully analyzes oneself, one's knowledge, others, and organizational needs. Is self disciplined, leading her/him to act with integrity. Has the intelligence to recognize when s/he has reached a crossroad making it necessary to look at different solutions to challenges.

Is visionary has the ability to arrive at unique, novel ideas based on past experience, new information, or things that do not yet exist and align those thoughts to what is needed to move ahead.

Displays the ability to forge partnerships and make personal connections with colleagues in and across business units enabling her/him to have respectful, open, collaborative, and consistent communication.

Exemplifies self mastery is authentic and accountable to her/himself, others, the organization, and the community. Has emotional strength and a passion for self discovery, developing those things that are within her/his control.

Is there anything s/he is doing especially well?

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Is there anything s/he needs to know to lead better?

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Is there anything else you think s/he should know?

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