

LEADERSHIP QUIZ

Are you an Effective Leader?

To what extent would you or others describe you in each of the following 20 areas? Write down the following scores next to each statement:

This NEVER describes me: (0)
This describes me once in awhile (2)
This describes me normally (4)
This describes me all the time (6)

1. You willingly step up to significant challenges, you set high standards, you are driven to achieve results, and you hold yourself accountable for adding value to your department.
2. Others see you as supporting the mission, vision, and goals of your fire department. You are able to articulate the mission and how it applies to you and your position.
3. You show a passion and a love for your job. Others see your enthusiasm about your work and are positively influenced by your attitude.
4. You set a strong role model example when it comes to work ethic and following department policies.
5. You are willing to stand up and be counted. You step forward to address difficult issues and you are not afraid to take negative action when appropriate (like discipline)
6. You create a vision and purpose which others buy into and share. You take action that inspires confidence that the vision is being achieved.
7. You create cohesive relationships personally and professionally with people based on a thorough first-hand understanding of what creates value for others and not just yourself.
8. You use informal networks to get things done through others and you rely more on your ability to influence others than on the hierarchy of the organization.
9. You create an environment where teamwork is supported and you create a feeling of belonging to the team.
10. When you disagree with management, policies, or the chief, you complain up the chain, not down or across. You take responsibility for not spreading negativism throughout the department.
11. You refrain from leading by intimidation. You don't yell at people, talk down to people, or criticize people in public.
12. You hold yourself to a higher level of accountability as a leader for both your on duty and off duty actions.
13. You practice good communication skills as a leader. You listen when others are talking without interrupting, interjecting, or judging. You openly share your thoughts, views, and opinions in an honest, respectful, and humble way.

14. You allow others to give you input as to your leadership abilities, including supervisors, friends, family and subordinates. You see this type of input as beneficial to your growth as a leader.
15. As a formal or informal leader, you take responsibility for helping to bridge the gap that exists between management against labor and that with the “us against them mentality.” You strive to improve relations between management and labor.
16. You inspire trust through ethical behavior in the workplace. You show consistency between your principles, values, and behavior, and others see you as authentic.
17. You act as a catalyst of change and you stimulate others to change — you challenge the status quo and are results-oriented.
18. You learn from your mistakes and experience and you actively pursue learning and self-development and you encourage others to do the same.
19. You hold yourself accountable for your actions and decisions both up and down the chain.
20. You show and foster respect and appreciation for every person whatever their background, race, age, gender, disability, values, personality, etc. You make others feel valued for their ideas and contributions regardless of your differences.

SCORING

Now add up all of the numbers next to each of the 20 statements. Check your score evaluation below.

- 0-10** You really suck as a leader right now, and chances are no one would want to follow you. However, you're not completely a lost cause. Great leadership skills can be developed, so pursue learning and develop those leadership skills.
- 12-44** You are practicing some good leadership skills once in awhile, but people would still find it difficult to get behind you as a leader. To be a truly effective leader, you need to practice these behaviors more often and more consistently.
- 46-100** You are using top leadership skills some of the time. You need to be more consistent and look for opportunities to sharpen your skills. When things get stressful, you might fall back into old bad habits, so practice using great leadership skills more often.
- 102-118** You have strong leadership skills that you use consistently. People will generally view you as a good leader and will find it easy to get behind your vision and your ideas. Keep learning and adapting as you continue to grow in your leadership role.
- 120:** You're lying to yourself. Get real. No one is that perfect.