

HOW AM I LEADING QUIZ?

STEP 1:

Pre-test: Where do you fall on the Jekyll / Hyde scale? Select the box below that best describes your current behaviors.

Throughout the book, I've gone through the success factors for a business and asked you to check yourself against the behaviors of Dr. Jekyll and Mr. Hyde in each chapter. Where did you land most of the time? Select the box below that best represents your responses prior to taking the quiz that follows.

I am or have...

Dr. Jekyll: the kindly, professional, high performing leader	Mostly Dr. Jekyll and a few Mr. Hyde "monster" traits	Mostly Mr. Hyde "monster" traits, and a few Dr. Jekyll traits	Mr. Hyde: the unpredictable, disruptive "monster"
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STEP 2:

Pre-test: Where do you fall on the Jekyll / Hyde scale? Select the box below that best describes your current behaviors.

Use a 1 – 5 scale to determine where you really land. Will you see Dr. Jekyll and Mr. Hyde behaviors? The competencies that follow are vital in a high performing leader. Be honest regarding your expertise in each area.

SCALE: 1 = Poor, 2 = Fair, 3 = Average, 4 = Good, 5 = Excellent

1. Visionary leadership: I see the world differently, help others see the vision, and make it a reality.

1 2 3 4 5

2. Employee development: I facilitate, support, and contribute to the professional growth of others.

1 2 3 4 5

3. Resiliency: I quickly recover from adversity.

1 2 3 4 5

4. Accountability: I do what I say I'll do, when I say I'll do it (credit to Mike Scott – Vistage Speaker).

1 2 3 4 5

5. Value-driven decision making: I analyze all aspects of a situation to make consistently sound and timely decisions based on core values.

1 2 3 4 5

6. Humility: I have little ego and focus more on my teammates than on myself.

1 2 3 4 5

7. Influence on Others: I personally affect the actions, decisions, opinions, or thinking of others.

1 2 3 4 5

8. Empathy: I have the ability to understand and share the feelings of another.

1 2 3 4 5

9. Visual, verbal, and written communication; My communication is clear and concise, and is demonstrated by my example.

1 2 3 4 5

10. Teamwork: I ask for help and share credit.

1 2 3 4 5

11. Delegation: I commit tasks to others with clear instructions and follow-up.

1 2 3 4 5

12. Conflict Management: I understand, address, and resolve disagreements constructively.

1 2 3 4 5

13. Optimism: I have hope and confidence about the future and expect successful outcomes.

1 2 3 4 5




14. Gratitude: I am thankful and appreciative.

1 2 3 4 5

15. Sense of humor: I have the ability to find things funny and enjoy doing so.

1 2 3 4 5

HOW TO SCORE: Add up the points you circled for the 15 competencies above and check the box below that applies to your total point score.

<p>Dr. Jekyll: the kindly, professional, high performing leader</p> 	<p>Mostly Dr. Jekyll and a few Mr. Hyde “monster” traits</p> 	<p>Mostly Mr. Hyde “monster” traits, and a few Dr. Jekyll traits</p> 	<p>Mr. Hyde: the unpredictable, disruptive “monster”</p> 
75 Total Points	74 - 36 Points	35 - 1 Points	0 Total Points
Terrific! You are a great, high performing leader!	Pretty good. You’re on the right track for high performing leader; focus on what you need to improve.	Use that Dr. Jekyll spark and find more opportunities to develop the high performing leader in you.	Would you like to come over from the “dark side”? Follow your chapter action plans and you’ll be well on your way to being a high performing leader.