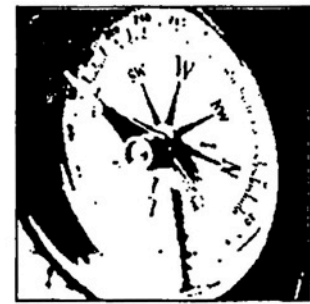


Assessment



5-Minute Exercise:

Evaluate Your Leadership Effectiveness

EO Washington
July 15, 2008

Take a few minutes to rate your organization on the items below. Circle 3 if the statement is mostly true, 2 if it is somewhat true, and 1 if it is mostly not true.

No.	Statement	Mostly Not	Some-what	Mostly Yes
1.	The top objectives of my company have been clearly defined and articulated.	1	2	3
2.	Everyone in my company knows the top objectives and understands what is expected of them.	1	2	3
3.	There are systems and resources in place to support and help people make their goals.	1	2	3
4.	There are appropriate incentives for producing results and penalties for not producing results.	1	2	3
5.	People have access to the training they need to be successful in their jobs.	1	2	3
6.	I am comfortable that people are focused on our most important business goals.	1	2	3
7.	We have a process in place for ensuring we hire the right people for the right jobs.	1	2	3
8.	We have regular performance reviews.	1	2	3
9.	I consistently hire and surround myself with people who are smarter than me.	1	2	3
10.	We consistently achieve our growth and profitability objectives.	1	2	3
11.	I get quality reports that show me exactly what I need in order to make smart decisions.	1	2	3
12.	Politics are kept to a minimum.	1	2	3

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No.	Statement	Mostly Not	Somewhat	Mostly Yes
13.	We take action to solve problems immediately.	1	2	3
14.	There is ample time to plan.	1	2	3
15.	We only have meetings when they make sense – when we have clearly defined objectives that are tied to the company's top objectives.	1	2	3
16.	We consistently meet commitments without follow-up.	1	2	3
17.	Senior leadership is in touch with day-to-day operations.	1	2	3
18.	We practice open communication and full disclosure.	1	2	3
19.	I am comfortable that we have a loyal customer base.	1	2	3
20.	I know what we have to do to maintain a loyal customer base.	1	2	3
21.	We reward results not activities.	1	2	3
22.	We have an "early warning" process that tracks key indicators to help anticipate change and minimize surprises.	1	2	3
	TOTALS			

SCORING

Count the number of 1s, 2s and 3s you circled and log them below. You should have 22 total answers.

_____ No. of 1 - *Mostly Not*

_____ No. of 2 - *Somewhat*

_____ No. of 3 - *Mostly Yes*

Name: _____

Title: _____

Company: _____

Email: _____