The Strong Leader Checklist

Directions: Effective leadership requires that we know our strengths and how to leverage them fully for the benefit of others. Take a few minutes to review the following list and check off anything that fits who you are and how you lead. Which statements describe your particular gifts and strengths?

- I see into the future. I constantly think about where my organization is going and how to get there. [c]
- I am a good communicator. I articulate my messages in a clear and compelling way. [a]
- I know how to remove the obstacles that keep my people from playing at their best. [e]
- I see the untapped potential in others. [b]
- I'm organized and have a system in place that keep me focused. [c]
- When chaos is swirling all around, I am able to keep my wits about me and provide calm, clear direction to others. [d]
- When presented with a challenge or problem, my mind immediately generates possible solutions, and I can quickly spot the best way forward. [c]
- I hold employees accountable for the commitments they make. If they fail to deliver as promised, I know how to confront them firmly yet fairly. [d]
- I'm known for having a great sense of humor. I value laughter and having fun with others. [a]
- I'm skillful at maneuvering my way around obstacles and challenges. [c]
- I am a good mentor. People grow and develop around me. [b]
- I know how to work the system to get things accomplished in a timely manner. [e]
- I excel at execution. Things get done well and on time when I'm involved. [e]
- I don't shy away from conflict and confrontation. In fact, I am good at facing and addressing them head-on. [d]
- I am an effective networker. I build strong connections both inside and outside my organization. [a]
- I am a keen observer of what makes others tick, and I know how to motivate them accordingly. [b]
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☐ I am a straight shooter. Others always know where I stand on issues. [d]
☐ I pick up on and empathize easily with the cares and concerns of others. [a]
☐ I am a good team builder. I know how to take a group with different personalities and skill sets and build them into a cohesive team with a shared purpose. [b]
☐ I put people at ease and can connect with just about anyone. [a]
☐ I'm a good planner. Things rarely fall through the cracks when I'm around. [e]
☐ I give people lots of feedback, both positive and constructive. [b]
☐ I’m great with numbers and know how to use them to make a strong business case for the initiatives I lead. [e]
☐ I stand strong in my character and values. As a result, most people trust and believe in me. [d]
☐ I have a talent for connecting the dots between ideas and/or situations. [c]
☐ I am a great coach. I enjoy helping the people around me discover their own solutions to the problems and challenges they face. [b]
☐ I find it easy to win others over, even strangers. [a]
☐ I am decisive, I make decisions thoughtfully and expeditiously. [d]
☐ I keep myself and others focused on a few critical priorities rather than getting lost in the trivial many. [c]
☐ I am politically savvy and know how to get things done by developing the right relationships. [e]

SCORING KEY: Add up your answers for each letter. The higher your score for a particular letter, the more your strengths are concentrated in that category. If your answers are high in a number of categories, you have a broad palette of strengths from which to draw.

Mostly [a] answers:  
Your strengths are related to  
Building Rapport and Connection

Mostly [b] answers:  
Your strengths are related to  
Developing People and Teams

Mostly [c] answers:  
Your strengths are related to  
Thinking and Acting Strategically

Mostly [d] answers:  
Your strengths are related to  
Leading with Clarity, Accountability, and Calm

Mostly [e] answers:  
Your strengths are related to  
Executing and Getting Things Done