

Servant Leadership Self-Assessment

	How often do you do the following?	Almost Never	Seldom	Some times	Often	Nearly Always
Person of Character	Follow up on commitments or communicate when this is not possible					
	Treat everyone with respect					
	Honest and straight forward with others					
	Trusted by others to do the right thing					
Puts People First	Assess and work to improve how people experience our services, systems, processes					
	Actively engage in helping others to develop					
	Demonstrate a passion for serving others					
	Put the needs of others before their own					
Skilled Communicator	Provide timely performance feedback to others, including both positive & constructive feedback					
	Communicate effectively with others					
	Invite and welcome feedback from others					
	Listen closely to what others have to say					
Compassionate Collaborator	Work to build consensus for decisions that impact others, so that they are supported, not undermined.					
	Remain calm in times of disagreement					
	Manage conflict with others constructively					
	Offer sincere, specific praise to others					
	Sensitive to and respectful of other's viewpoints					
Has Foresight	Proactive; Able to anticipate what lies ahead					
	Demonstrate creativity in the workplace					
	Adopt a <i>can do</i> attitude					
	Able to make courageous decisions					
Systems Thinker	Comfortable dealing with complex issues					
	Able to see the big picture					
	Adaptable; fosters a flexible, supportive environment					
	Seek input from others to arrive at a solution					
Leads With Moral Authority	Hold others accountable for meeting quality standards					
	Maintain clear and professional boundaries					
	Provide clear performance expectations					
	Demonstrate patience and self-control					
	Respectfully voice concerns when a policy, norm or practice appears to negatively impact staff, individuals & families, customers, or communities					