



How Am I as a Leader

Complete this self-assessment to build your leadership skills. Use the scale from 1 to 3.

- 1 Feels awkward when I do this; perhaps I should learn the basics of this skill so it is not awkward (my challenge)
- 2 Usually try to practise this skill
- 3 Comfortable & competent, use this skill frequently (my strength)

Personal Relationship Skills (working with others)

- ___ 1. I listen respectfully and actively to colleagues; hearing words, feelings and thoughts.
- ___ 2. I have open, warm, trusting relationships that put others at ease.
- ___ 3. I authentically encourage others with meaningful praise and genuine respect.
- ___ 4. I provide others with challenges and clear feedback, reinforcing opportunities for developing their strengths, different than my own.
- ___ 5. I elicit information and ideas by asking open-ended questions.
- ___ 6. I coach others to come up with their own answers.
- ___ 7. I facilitate constructive interpersonal and collaborative, diverse group relationships and understand group/team dynamic.s
- ___ 8. I communicate with clarity encouraging change, creativity and innovation.
- ___ 9. I stay curious and open to understanding others' viewpoints.
- ___ 10. I influence and involve appropriate leaders and resources throughout the system.

This Tri-namics exercise is an excerpt from Tri-namics: Leadership Wisdom for the Health System © 2012. This exercise, or any portion thereof, may not be reproduced or shared with others except under the terms of the Supply Agreement with Deberna International.

Task Accomplishment Skills (getting work done)

- ___ 1. I clarify and adjust intentions, goals, direction, or outcomes.
- ___ 2. I initiate ideas, actions, solutions, and policy and procedures to support desired results.
- ___ 3. I use effective and appropriate media to communicate ideas, seek information, clarify to get to mutual understanding.
- ___ 4. I enthusiastically coordinate activities with timelines and responsibilities.
- ___ 5. I analyze and take action on the idea, task or process and its relationship to the whole.
- ___ 6. I diagnose the sources of difficulties in the system.
- ___ 7. I ask others for commitment and support when needed.
- ___ 8. I summarize for the group, restating progress and offering a decision or conclusion for consideration.
- ___ 9. I hold the focus to ensure the goal is achieved for greater good.
- ___ 10. I recognize others' contributions.
- ___ 11. I use and encourage research, benchmarking, and evidence-based work.

Coaching Questions

How will you
maximize your
leadership strengths?

What will you
focus on in building
your leadership capacity?