STRATEGY GUILD COACHING

YOUR LEADERSHIP QUOTIENT™
(LQ) SELF-ASSESSMENT

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YOUR LEADERSHIP QUOTIENT™

Every person has the potential to become a leader and you're the only person on earth who can use your potential. The Leadership Quotient allows you to understand as a leader what your strengths are and what areas you can become an even better leader.

If you want to improve your capabilities as a leader or help others, you've got to learn and practice the fundamentals of leadership, regardless of the leadership level you're currently at.

Just like Intelligence Quotient (IQ) & Emotional Quotient (EQ)

The Leadership Quotient contains verifiable dimensions of leadership that are designed to improve every leader's performance.

Overview of the Leadership Quotient™

The Leadership Quotient uses scientific research, experience intuition, and just plain common sense in a logically considered yet emotionally balanced way to measure and then improve your leadership effectiveness.

This assessment tool will support you to identify your strengths and your stretches to improve your leadership performance.

YOUR LEADERSHIP QUOTIENT™ (LQ) SELF-ASSESSMENT

First Name		Last Name	
Business Name			
Business Industry			
Title / Position			
Size of Team (Number of Employees)		Size of Business (Average Turnover)	

	Disagree Completely ------- Completely Agree

STRATEGIC PLANNING	**SCORE**
The business has a formal written business plan that clearly sets out strategic objectives	1 2 3 4 5 6 7
The business plan is being used, tested & measured, referred to & updated quarterly	1 2 3 4 5 6 7
Quarterly planning sessions are conducted with our team	1 2 3 4 5 6 7
The business is moving in a clear direction & all strategic decisions support that direction	1 2 3 4 5 6 7
Our business knows its competitors, their unique selling points & their practices	1 2 3 4 5 6 7
Our business has strong strategic alliances, partners & suppliers that support its objectives	1 2 3 4 5 6 7

	Disagree Completely ------	Agree Completely

LEADERSHIP - VISIONARY	SCORE
Self-awareness – Responsibility: I take 100% responsibility for my results	1 2 3 4 5 6 7
Self-awareness – Humility: I'm more concerned with doing right than being right	1 2 3 4 5 6 7
Self-awareness – Responsiveness: I seek to understand and deliver facts, not waffle	1 2 3 4 5 6 7
Personal strengths – Skill: I have credibility because of my skill and ability to deliver	1 2 3 4 5 6 7
Personal strengths – Resilience: My team can rely on me to focus on what matters	1 2 3 4 5 6 7
Personal strengths – Adaptability: I am fast to adapt to change and challenges	1 2 3 4 5 6 7
Mastery of vision – Inspiration: I am a great example of the business vision and values	1 2 3 4 5 6 7
Mastery of vision – Certainty: I have complete belief that the business will prevail	1 2 3 4 5 6 7
Mastery of vision – Credibility: I keep my word, deliver on promises and deliver results	1 2 3 4 5 6 7
Experience – Trust: Transparency is practiced in our team	1 2 3 4 5 6 7
Experience – Purpose-driven: Our team's primary purpose is clear and the constant focus	1 2 3 4 5 6 7
Experience – Momentum: Our team has high standards they maintain when striving for results	1 2 3 4 5 6 7

Adapted from The Coaching Institute Meta Dynamics™ Thinking Profile

	Disagree Completely ------ Agree Completely
LEADERSHIP - ARCHITECT	**SCORE**
Organisation – Strategy: My time and efforts are based on what best achieves our purpose	1 2 3 4 5 6 7
Organisation – Benchmarks: Our team has clear, measurable benchmarks of success	1 2 3 4 5 6 7
Organisation – Robustness: Processes are clearly documented, and allow for the best use of our time	1 2 3 4 5 6 7
Planning – Navigation: Planning is done with vision, innovation and anticipation of challenges	1 2 3 4 5 6 7
Planning – Judgement: Planning is based on facts, not feelings	1 2 3 4 5 6 7
Planning – Communication: There are feedback loops in place to let us self-assess how we're doing	1 2 3 4 5 6 7
Strategic thinking – Direction: Team stays on course with 90 day goals showing how they contribute	1 2 3 4 5 6 7
Strategic thinking – Audacity: I generate and welcome new ideas	1 2 3 4 5 6 7
Strategic thinking – Complexity: I handle the ambiguous, the complex and the layers well	1 2 3 4 5 6 7
Innovation management – Solution-oriented: All innovations are to drive improved results	1 2 3 4 5 6 7
Innovation management – Systematic: Innovations are introduced strategically	1 2 3 4 5 6 7
Innovation management – Inclusion: I seek and encourage innovative solutions from our team	1 2 3 4 5 6 7

	Disagree Completely ------	Agree Completely

SYSTEMS & PRODUCTIVITY	SCORE
We have a complete operations manual for all aspects of our business	1 2 3 4 5 6 7
There is a sales system in place	1 2 3 4 5 6 7
What can be computerised, is	1 2 3 4 5 6 7
Systems are upgraded as needed	1 2 3 4 5 6 7
Things are done first time, with little need for redoing	1 2 3 4 5 6 7
All meetings are to the point & are outcome focused	1 2 3 4 5 6 7
People leave meetings knowing what they need to do	1 2 3 4 5 6 7
Everyone knows how to prioritise their tasks	1 2 3 4 5 6 7
Meetings are scheduled & there is little or no need for rushed, on the fly meetings	1 2 3 4 5 6 7
All team members contribute to the ongoing improvements in the business	1 2 3 4 5 6 7
When additional support or systems are needed, they are made available for improvements	1 2 3 4 5 6 7

Adapted from The Coaching Institute Meta Dynamics™ Thinking Profile

	Disagree Completely ------ Agree Completely
LEADERSHIP - DYNAMO	**SCORE**
Focus – Culture: My focus is on what matters most; the business; then the team; then the client	1 2 3 4 5 6 7
Focus – Clients: We genuinely appreciate our clients and their experience with us	1 2 3 4 5 6 7
Focus – Innovations: We don't settle for the status quo, and we see opportunities to innovate	1 2 3 4 5 6 7
Drive for results – Business-focused: What we do tracks to the business goals	1 2 3 4 5 6 7
Drive for results – Results-driven: Results are achieved consistently and with shared credit	1 2 3 4 5 6 7
Drive for results – Consistency: Regardless of events, I stay tenacious, driven and consistent	1 2 3 4 5 6 7
Management – Others-oriented: My role is to help each member of my team succeed – it's about them	1 2 3 4 5 6 7
Management – Scope: Management of tasks refers consistently back to our business goals	1 2 3 4 5 6 7
Management – Delegation: Micro-management is not necessary	1 2 3 4 5 6 7
Decision making – Vision-focused: Our decisions are aligned with the business vision always	1 2 3 4 5 6 7
Decision making – Multiplicity: Decisions take into account facts, priorities, goals and resources	1 2 3 4 5 6 7
Decision making – Timed: I am not a bottleneck on the way of progress	1 2 3 4 5 6 7

LEADERSHIP - COLLABORATOR	SCORE Disagree ------- Agree Completely ------- Completely
Trust – Transparency: I say what I mean and mean what I say, regardless of challenges	1 2 3 4 5 6 7
Trust – Commitment: I'm one of the first to dig in and say, 'let's find a way'	1 2 3 4 5 6 7
Trust – Consistency: I always demonstrate my trustworthiness and commitment to my team	1 2 3 4 5 6 7
Personal influence – Intent: I influence through my capability, not my authority	1 2 3 4 5 6 7
Personal influence – Effectiveness: Results tell me I contribute to a culture of personal and professional growth	1 2 3 4 5 6 7
Personal influence – Reach: I hire and develop talent that is better than me	1 2 3 4 5 6 7
Social expertness – Connection: Connection is not the same as popularity and I genuinely appreciate our team	1 2 3 4 5 6 7
Social expertness – EQ: I accurately read social situations and interact smoothly	1 2 3 4 5 6 7
Social expertness – Understanding: I ask questions not to prove I'm right, but to learn	1 2 3 4 5 6 7
Development of team – Navigation: I anticipate what will enable the team to grow and develop	1 2 3 4 5 6 7
Development of team – Accountability: Progress and setbacks are turned into learning opportunities	1 2 3 4 5 6 7
Development of team – Championing: I conduct mentoring for the team that goes beyond 'doing their job', and helps them personally and professionally to grow and develop	1 2 3 4 5 6 7

	Disagree Completely ------	Agree Completely

PEOPLE SYSTEMS FOR SUCCESS	**SCORE**
We have a successful recruitment system in place	1 2 3 4 5 6 7
We have a successful induction process in place	1 2 3 4 5 6 7
We have a successful system in place to develop individual team members	1 2 3 4 5 6 7
We have a successful training system in place	1 2 3 4 5 6 7
We successfully assess and recognise talent and skill beyond an individual's role	1 2 3 4 5 6 7
We have a successful and impactful performance review system in place	1 2 3 4 5 6 7
People in our organisation are encouraged to improve and innovate all systems to help them succeed	1 2 3 4 5 6 7
We have leaders in our organisation, not just followers	1 2 3 4 5 6 7
Our team engagement is very high	1 2 3 4 5 6 7

TEAM	SCORE						
	Disagree Completely ------ Agree Completely						
Every member of the team knows their job role & can do it well	1	2	3	4	5	6	7
Every member of the team is needed & contributes to capacity	1	2	3	4	5	6	7
The 'Unwritten Ground Rules' match the official culture	1	2	3	4	5	6	7
The team is not complacent, but hungry for more growth & success	1	2	3	4	5	6	7
The team sees change as positive & is committed to doing what it takes to grow	1	2	3	4	5	6	7
Reporting systems are in place & used	1	2	3	4	5	6	7
Deadlines are met	1	2	3	4	5	6	7
Communication is open enough for all to know what they need to, to enable them to do their job	1	2	3	4	5	6	7
Your team enjoys their jobs & see them as long term	1	2	3	4	5	6	7

Adapted from The Coaching Institute Meta Dynamics™ Thinking Profile

	Disagree Completely -------	Agree Completely

SERVICE	SCORE
Our organisation tests, measures & then acts on the feedback they receive to ensure client satisfaction	1 2 3 4 5 6 7
Surveys are conducted regularly to discover ways to improve service & satisfaction	1 2 3 4 5 6 7
'Good enough' is not good enough – everyone strives for outstanding	1 2 3 4 5 6 7
Clients are never a distraction from our job – they are our job	1 2 3 4 5 6 7
Making a sale comes second to delighting the client	1 2 3 4 5 6 7
We aim for 'A' clients – clients who pay on time, because they value our excellence	1 2 3 4 5 6 7
We aim and succeed in under promising & over delivering	1 2 3 4 5 6 7
Our team is flexible when it comes to client's wishes – there are no annoying clients	1 2 3 4 5 6 7
We know exactly how to delight our clients consistently	1 2 3 4 5 6 7

What else would you want to share about your business's current circumstance? For example, what do you have in motion currently to improve your business?

YOUR LEADERSHIP QUOTIENT™ (LQ) SELF-ASSESSMENT

The Leadership Profile is a 92-item scale that evaluates (a) individual styles of leading, as defined by the four Meta Dynamics™ Thinking Styles; as well as (b) aspects of a respondent's business, including structure, systems, service and the team.

The Leadership Profile consists of 9 subscales. Respondents rank statements on a scale of 1 (*"Disagree Completely"*) to 7 (*"Agree Completely"*).

To obtain an interpretation of your score with respect to each subscale, calculate the sum of your responses to items under each subscale.

Leadership – Visionary (12 items)

This subscale has a score range between 12 and 84.

Individuals high on Vision are driven and inspired by what a company can become.

Visionaries are open to change, are experimenting and free thinking. They have a tendency to be open minded, innovative, and they seek for ways to improve the status quo and cultural expectations in their environment. Where a Visionary is not afraid of trying out new solutions to problems when required, such an individual is ideal as a leader. On the flip side, having no real regards for tradition, they may have a tendency to welcome change a little too much without a clear purpose and alter everything which they can to suit their own thinking style.

Within this subscale, the items assess the responder on four aspects: Self-awareness; Personal strengths; Mastery of Vision and Experience.

Scoring on the higher range of this scale (50 and above) on this may indicate that you are a leader that subscribes to moving your business into a broader direction while promoting unity and tenacity. Specifically, this may indicate several leadership tendencies: you are responsible for your results, am humble and open to feedback

and are responsive; you are also relatively confident in your ability to deliver value, your dependability and adaptability; you would also consider yourself to be a credible individual, and an embodiment of your business' vision and values; finally, in your team, there is trust & transparency practiced, as there is a clear purpose and high standards.

Leadership – Architect (12 items)

This subscale has a score range between 12 and 84.

Architect describes individuals who are high on Structure and demonstrate the attributes to create systems and processes that are in place or need to be in place in order to allow for a successful environment. They have a quick-witted ability to determine relationships between ideas and a tendency to engage in analysing information for problem solving. As an Architect, they demonstrate strengths in contingency planning. They will create sustainable structures through the anticipation of potential challenges and make decisions based on consequential and critical thinking so as to not result in those they lead having to engage in "last minute fixing". At times, strong Architect individuals may appear stubborn and sceptical to change and must learn to accept other methods and/or processes from others that could yield a better outcome.

Specifically, this subscale evaluates four aspects of leadership: Organisation; Planning; Strategic thinking; and Innovation Management.

Scoring on a high range of this subscale would firstly indicate strong structure within the business – this refers to clear strategy, measurable benchmarks and efficiently documented processes (Organisation). Secondly, Planning is done with vision and innovation, is based on facts, and there are feedback loops in place for self-assessment. Third, the team tracks clearly with 90-day goals, and you as the leader is a source as well as is open to new ideas and can handle complexity within the business (Strategic Thinking). Finally, innovations and improvements for the business are solution-oriented, systematic and generated from members throughout the team.

Leadership – Dynamo (12 items)

This subscale has a score range between 12 and 84.

An individual who scores high on Dynamo thinking style is autonomous in functioning independently without reliance on others. Strong Dynamos are identified by their determination to achieve their goals and outcomes that they set for themselves and others. They succeed by perseverance, originality and a desire to do whatever is needed or wanted by the group in which they represent. Great Dynamos think on the spot when presented with a challenge and are quick in identifying and organising the resources needed to achieve an outcome. They tend to respond to praise and criticism more so than others and are driven by the expectations of their group.

Specifically, this subscale assesses the extent to which a leader values culture, innovations and results. At the same time, it evaluates their management and decision-making style.

A score on the higher range (50 and above) may indicate several tendencies: firstly, that the leader's focus is on what matters most – i.e. the business, the team and the client (in this order). Another big focus of theirs would also be on challenging the status quo and constantly improving and innovating. In terms of results, they are results-driven, share the credit where it is due, and remain consistent regardless of external factors. Management-wise, a leader scoring higher in *Dynamo* focuses on helping each of their team members succeed and delegates tasks well. Lastly, they are timely in their decision making, which will always align with the business' vision.

Leadership – Collaborator (12 items)

This subscale has a score range between 12 and 84.

Scoring high on Collaborator indicates a strong preference and innate ability to connect with others and a strong commitment in wanting to guide those around them. They are responsive and responsible as team players and generally feel real concern for what others think or want. The common strategy taken as a Collaborator is by handling problems and challenges with consideration for the other person's perspective. In doing so, they create a level of trust with others in their capacity to identify strengths and stretches in others and leading them in the direction of shared

vision. Having a fundamental need for human interaction, their ability to empathise with others is put to good use. However so, they will not easily make decision which work against this.

Specifically, this subscale assesses for a leadership style that culminates a blending of personal and interpersonal skills that form the basis of a leader's ability to impact, influence, and inspire others.

Specifically, scores on the higher range (50 and above) may indicate several tendencies:

First, a substantial focus on trust – a demonstrated trustworthiness and commitment to their team, as well as transparency within. Next, you as a leader strives to influence through capability rather than authority. A collaborative leader also yields social expertness – this means a good level of EQ (emotional intelligence) and genuine appreciation for their team. They also champion the development of their team, providing mentoring where necessary and advocating for the personal and professional development of their team.

Strategic Planning (6 items)

This sub-scale has a score range between 6 and 42.

As the items in this subscale evaluate how established and coherent the structure of your business is, a higher score indicates a stronger business structure that has been strategically and effectively mapped out. This includes having formal written business plans that are consistently tested and measured, clear objectives, and a strong awareness of your business' place in your market/ industry.

If you scored on the lower range of this scale (6-21), you may consider setting aside the time to strategically brainstorm and plan out a plan for your business moving forward in order to achieve success in the long run.

Systems & Productivity (11 items)

This subscale has a score range between 11 and 77.

It assesses the standard of systems and hence level of efficiency within the business. This includes the inclusion of operation manuals, sales systems, and all other systems being computerised and automated as much as possible. In terms of productivity, items within this subscale also evaluates the standard of team meetings – whether they are outcome-focused, routinely scheduled, and if team members both contribute to and leave meetings with clarity of their responsibilities.

A score on the higher range toward 77 would indicate presence of such systems and levels of productivity in place.

A score below 38 may indicate that serious improvements on these systems should be made.

People Systems for Success (9 items)

This subscale has a score range between 9 and 63.

It assesses for the recruitment, induction and training systems for team members in place, as well as for the level of team engagement in the business. Other points of evaluation include how successful and impactful performance review systems are, and whether team members are encouraged to innovate and improve to help them, and the business succeed.

A higher score on this subscale indicates higher standards in this aspect of the business.

Team (9 items)

This subscale has a score range between 9 and 63.

It evaluates how well each team member understands and executes their responsibilities, and their contribution to the business, which includes reporting systems and level of communications. At the same time, the extent to which they are eager for growth – personally and for the business – and their commitment to this. The subscale also assesses the level of alignment between the "Unwritten Ground Rules" and the official culture that exists. Ultimately, a higher ranging score indicates a functional team structure and individuals that enjoy their jobs and see them as long term.

Service (9 items)

This subscale has a score range between 9 and 63.

It assesses for the presence of systems that test and evaluate the business' services, and receives and acts on feedback on client satisfaction. Items evaluate the degree to which the team and business focus on their clients. A higher ranging score thus indicates flexibility and adaptability in serving, taking delight in doing so, and consistently and constantly delivering the highest standards to them.

A lower ranging score may then indicate a need for rethinking and shifting the business' focus.

Your Next Step:

RESERVE YOUR
COMPLIMENTARY
45-MIN COACHING SESSION
& PROFESSIONAL UNPACK
TODAY

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Adapted from The Coaching Institute Meta Dynamics™ Thinking Profile

STRATEGY GUILD COACHING

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