

Leadership Tool 3

Self Assessment: Developing Coalition Members

INSTRUCTIONS

For each statement below, indicate how often you exhibit this behavior with coalition members.

A collaborative leader shares power and builds broad-based involvement. There are practices and behaviors that are associated with leaders who actively develop those around them and allow others any opportunity to exercise power and influence. This tool allows you to assess the extent to which you engage in these practices and behaviors.

| | Seldom | | Sometimes | | Almost Always |
|--|--------|---|-----------|---|---------------|
| 1 I offer coalition members an active role in decisionmaking | 1 | 2 | 3 | 4 | 5 |
| 2 I am open to learning from others | 1 | 2 | 3 | 4 | 5 |
| 3 I express confidence in the capabilities of leadership council members | 1 | 2 | 3 | 4 | 5 |
| 4 I invest time in developing others | 1 | 2 | 3 | 4 | 5 |
| 5 I help others take advantage of opportunities for new experiences | 1 | 2 | 3 | 4 | 5 |
| 6 I create opportunities for others to develop their leadership skills | 1 | 2 | 3 | 4 | 5 |
| 7 I discuss leadership development with members of my coalition | 1 | 2 | 3 | 4 | 5 |
| 8 I work with coalition members to help them develop leadership goals | 1 | 2 | 3 | 4 | 5 |
| 9 I reach out to members whose engagement is uncertain | 1 | 2 | 3 | 4 | 5 |

1. What are my strengths in regard to creating a climate in which others can develop their leadership skills?

2. What can I do to be more effective at creating a climate in which others can develop their leadership skills?