

SCORE INTERPRETATIONS

Identify your highest competency scores and check in the “Score Interpretations” list to learn more about your strengths. You can also look up the significance of your low competency scores and get suggestions for improvement in your weak areas.

1. YOUR STRENGTHS: Leadership competencies

Values: You are driven by values of honesty and integrity, and strive for excellence.

Inclusiveness: You communicate enthusiasm and confidence to encourage teamwork by effectively communicating ideas and plans, and sharing appropriate information with those at all levels of the organization. You serve others regardless of their race, gender, religion, or position.

Openness: You are able to openly receive criticism and challenges from others, welcome people who come to you with their problems, and delegate appropriately to encourage others to work independently.

Vision: You are able to clearly inspire a positive vision of the future by basing your decisions on a strong sense of mission, and by articulating directions for your organization’s future. You maintain this as a strength by a regular practice of finding inspiration through meditation or reflection.

Innovation: You welcome changes in methods and ideas from others, offer new perspectives and innovative ideas, and look outside the formal boundaries of your organization.

Risk Taking: You are able to view conflict as an opportunity to grow, and welcome innovation even when it involves risk.

Communication: You are able to clearly communicate your expectations, and rely on communication to motivate people.

Empowerment: You are able to delegate responsibilities within a group, create an environment that promotes learning, and help others to become better leaders.

Motivation: You set clear and realistic goals, clearly direct people to achieve objectives, and rely on communication to motivate people.

Social Justice: You work for social justice.

Transformation: You seek to transform the causes of poverty, and practice leadership more as a responsibility to serve than a position.

Systemic Change: You challenge situations of injustice.

Commitment: You stay involved with a task until it is finished, and try to inspire commitment in others by your example of service.

Collaboration: You are able to promote teamwork and collaboration, and accept people with different ideas and personalities.

Ethics: You are able to treat others with respect and dignity, base your judgments on facts, and maintain high ethical standards.

2. YOUR GROWTH AREAS: Leadership competencies

Values: You could improve your leadership practice by taking time to understand and articulate your core values and how you are driven by them, and by increasing your ability to strive for excellence.

Inclusiveness: You could improve your leadership practice by remembering more often to encourage teamwork by effectively communicating ideas and plans, and by sharing appropriate information with those at all levels of the organization. You could grow in your ability to serve others regardless of their race, gender, religion, or position.

Openness: You could improve your leadership practice by being more open to receive criticism and challenges from others, welcome people who come to you with their problems, and delegate appropriately to encourage others to work independently.

Vision: You could improve your leadership practice by improving your ability to clearly inspire a positive vision of the future, basing your decisions on a strong sense of mission, and by articulating directions for your organization's future. You could develop a regular practice of finding inspiration through meditation or reflection.

Innovation: You could improve your leadership practice by learning to welcome changes in methods and ideas from others, offer new perspectives and innovative ideas, and look outside the formal boundaries of your organization for ideas and best practices.

Risk Taking: You could improve your leadership practice by learning to view conflict as an opportunity to grow, and by being able to welcome innovation even when it involves risk.

Communication: You could improve your leadership practice by learning to more clearly communicate your expectations, and relying on communication to motivate people.

Empowerment: You could improve your leadership practice by growing in your ability to delegate responsibilities within a group, create an environment that promotes learning, and helping others to become better leaders.

Motivation: You could improve your leadership practice by setting clear and realistic goals, clearly directing people to achieve objectives, and relying on communication to motivate people.

Social Justice: You could improve your leadership practice by seeking to work for social justice.

Transformation: You could improve your leadership practice by trying to transform the causes of poverty, and by practicing leadership more as a responsibility to serve than a position.

Systemic Change: You could improve your leadership practice by learning to challenge situations of injustice.

Commitment: You stay involved with a task until it is finished, and try to inspire commitment in others by your example of service.

Collaboration: You are able to promote teamwork and collaboration, and accept people with different ideas and personalities.

Ethics: You are able to treat others with respect and dignity, base your judgments on facts, and maintain high ethical standards.

THANK YOU FOR YOUR PARTICIPATION