

10 KEY QUESTIONS FOR HIGH-IMPACT LEADERSHIP

1. Team members understand the mission/vision of my organization. **Yes or No**
Please explain answer. _____
2. Team members know what they are accountable for. **Yes or No**
Please explain answer. _____
3. Team members know how I measure their progress. **Yes or No**
Please explain answer. _____
4. Team members know they have the tools, knowledge, and support required to do their job well. **Yes or No**
Please explain answer. _____
5. Team members believe they have the opportunity to succeed daily. **Yes or No**
Please explain answer. _____
6. Team members receive regular constructive communication from me on a regular basis. **Yes or No**
Please explain answer. _____
7. Team members know that I care about each of them as a person, not just as an employee. **Yes or No**
Please explain answer. _____
8. Team members know that I encourage them to continually develop their skills, and we review their professional development goals often. **Yes or No**
Please explain answer. _____
9. Team members know that I value their opinions and want their input. **Yes or No**
Please explain answer. _____
10. Team members would encourage anyone who is qualified to work for our company, on our team under my leadership. **Yes or No**
Please explain answer. _____

NOTE: Leaders who are serious about meeting the needs of their team members, can use the above questions to self-assess their effectiveness. As a leader, it's imperative that you be honest with yourself as you review each question. Ideally, you can ask a trusted team member, HR partner, supervisor, or co-worker to review your answers and provide you with honest feedback for improvement.

These 10 Key Questions provide a great tool for leaders to check into the true experience of their employees. If you are honest with yourself, you'll recognize areas that you can improve on. You can also use these questions to begin a dialog with team members on what you can do less of, more of, or different to better support the team and their professional growth.
