

Leadership Self-Assessment Questions

Design your own self-assessment! Use the questions below to start building a self-assessment that you can use for yourself or share with others.

Achievement

- What have been your achievements in the last year?
- What achievement are you most proud of?
- In what areas do you think you need some improvement?
- Reflecting on the past year, what could you have done better in your community initiatives?
- What are your strengths?
- How do you think you have contributed significantly to the growth and development of your community?
- Do you think you did enough to grow and develop your community in the last year? Why or why not?
- What are some of the significant achievements achieved by your community as a result of your efforts and leadership?

Accountability

- Would your colleagues or peers describe you as accountable or responsible? Why or why not?
- How do you hold yourself accountable to the communities you serve?
- Can you share an example of a time you displayed accountability in the last year?
- In what situations is accountability important in your specific context?
- What actions can you take in your daily life to act with more accountability?

Capacity-building

- What leadership skills do you excel at? What skills need improvement?

- Do you think there are specific skills you have that are underutilized? If yes, what are they?
- Are there any skills that you could develop outside of the Wikimedia movement that would help with your leadership performance? If yes, what are they?
- Have you participated in any professional development initiatives within or outside of the Wikimedia movement in the last year? If yes, what were they and what did you learn?
- How have the professional development initiatives impacted your leadership skills?
- What professional development opportunities can you take advantage of?

Collaboration

- How do you promote or hinder collaboration as a leader?
- Do you collaborate with others? How do you collaborate with others?
- How do you delegate or share roles or tasks within your community?
- When working with groups, what collaboration challenges arise and how do you approach them?

Communication

- How would you describe your communication style?
- Does your communication style change in different situations and with different people? How does it change?
- What are the characteristics of effective communication?
- In what situations do you need to apply effective communication skills?
- Do you effectively communicate with your peers and members of your community? If yes, how? If no, why not?
- How do you share difficult or important information?
- How do you communicate when someone comes to you with an issue?
- How do you communicate when you need help or when you want people to join your cause?

Community support

- Are you providing enough support for community members? If yes, what kind of support?
- Do you have a good relationship with members of your community? If yes, could you describe your relationship with the community?
- Do you listen to the needs of community members? If yes, how? If no, why not?

- Do you respond to the needs of community members? If yes, how? If no, why not?
- Which community members or groups do you focus your attention on?
- Which community members or groups could you focus more attention on?

Conflict

- How would you rate your ability to navigate conflict?
- How do you manage conflicts in your community? How do you manage conflicts that involve you?
- What conflict resolution or transformation methods do you use?
- Can you share an example of a situation in which you navigated a conflict well? Can you share an example of a situation in which you navigated a conflict poorly?

Creativity

- What does creativity mean to you?
- As a leader, do you think you are creative in addressing problems? If yes, how so?
- Could you give examples of instances where you creatively handled a situation?
- In what areas of your work can you bring more creativity?
- How can you develop your creativity?

Decision-making

- How do you make decisions?
- Do you promote participatory decision-making?
- How do you involve community members in decision-making and projects?
- How can you make better decisions in the future?

Diversity, equity, and inclusion

- How important are diversity, equity, and inclusion to you?
- Do you promote diversity, equity, and inclusion in your leadership approach? If yes, can you share examples?
- Are you aware of your unconscious biases and privilege?

Feedback

- How do you respond to feedback from community members?
- How do you respond to criticism or disagreement?

- Have you received critical feedback before? What was the feedback and what did you do with the information?

Goal-setting

- What are the goals you have set for yourself this month, quarter, or year?
- How many of your goals did you accomplish?
- Were you satisfied with the results of the goals achieved?
- What are your goals for the next month, quarter or year?
- How can you better measure the progress you're making toward your goals?

Impact

- Has your leadership created impactful programs? What was the impact?
- How do you review the performance of your community? Please provide specific examples

Mentorship

- Do you support newcomers?
- Do you help other community members learn? How do you support them?
- Are you encouraging newcomers to take leadership roles?
- How do you motivate volunteers in your community?
- How are you a role model for members of your community?

Time management

- Do you know how to manage your time?
- How successful are you at time management?
- In what ways do you struggle with time management?
- Are you effectively using your time as a community leader?
- Could you give examples of when you managed your time well or effectively?
- How could you improve your time management skills?

Values and behavior

- Do you agree with the values of the Wikimedia movement?^{1,2}

¹ [Universal Code of Conduct](#)

² [Wikimedia Foundation's Guiding Principles](#)

- How are the values of the Wikimedia movement reflected in your leadership?
- What can you do to promote the core values of the Wikimedia movement?
- What values drive the way you lead?

Vision

- Do you have a leadership vision? If yes, what is your leadership vision?
- Does your leadership vision align with the vision of your community and the Wikimedia movement as a whole?
- Are you able to get others to join you in achieving your vision?

Weaknesses

- Can you identify any weaknesses or gaps in your leadership?
- How do your leadership weaknesses affect your work, impact, or those around you?
- How do you currently approach your weaknesses? How do you want to change your approach to your weaknesses?
- Do you feel comfortable asking for help from your peers or community members if you encounter problems?
- How can your peers or other community members help you improve?