

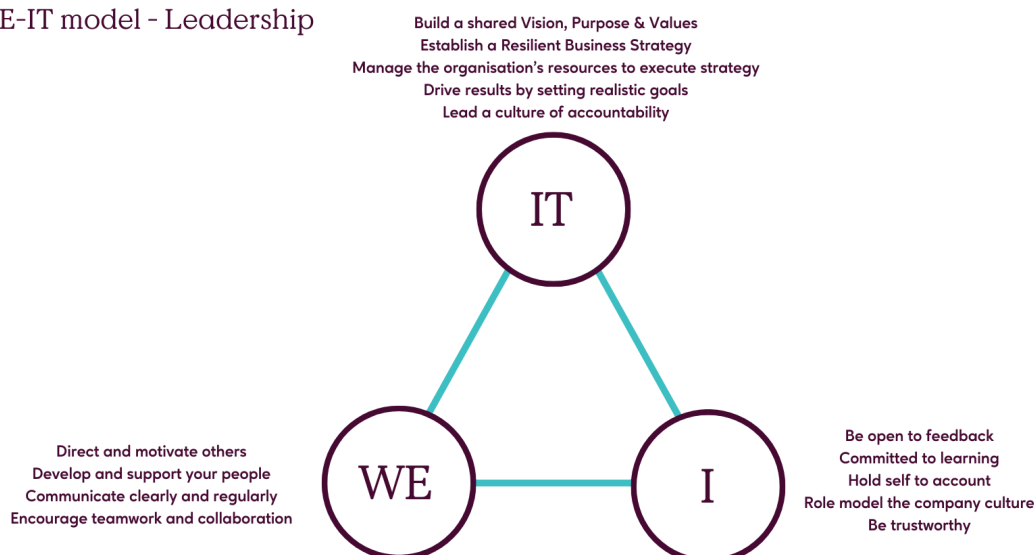
## The adapt Way – Effective Leadership Questionnaire

The success of your business is directly linked to you and the Leadership Team’s ability to lead.

We have worked with many owners and leaders and what we see time and time again is poor leadership resulting in sub-optimal business performance. Through the adapt Way process, your coach can support the team to become better leaders.

To do this, you MUST be open to feedback and be prepared to look at your behaviours and the impact you have as a leader.

- I-WE-IT model - Leadership



### I – Self Leadership

An effective leader will be conscious of their behaviour and be committed to understanding how they can be more effective. We know it can be confronting to receive feedback and take a hard look at your behaviour and the impact you have on the team. But no-one said that building a successful business was going to be easy!

If you want to be a great leader and enjoy the rewards of building a business where people are engaged and productive, then your coach can help, but you must be prepared to be vulnerable.

Using the scale below, rate yourself against each of the leadership questions.

1	Never	2	Rarely	3	Sometimes	4	Most of the time	5	Always
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Questions	Rating
<i>I openly admit my mistakes and take responsibility for them.</i>	
<i>I have a desire to learn and embrace new ideas about how I can be a better leader.</i>	
<i>I am prepared to hold myself accountable for unproductive behaviour and actions.</i>	
<i>I am open and accepting of others' feedback to me.</i>	
<i>I am open about my unique strengths and weaknesses.</i>	
<i>My colleagues trust if I say I'm going to do something, I do it.</i>	
<i>I walk the talk. I understand our organisation's values and take my responsibility as a Cultural role model seriously.</i>	
<i>I am open and honest about my feelings.</i>	
<i>I am authentic and open about my opinions and share what I am thinking, I do not withhold issues.</i>	

Areas I could work on to improve my self-leadership:

## We - Leading Others

A good Leader will provide inspiration and direction for the business. They will actively seek to develop and mentor others and be prepared to hold people to account for behaviours that don't align with the company values.

Leading others is not easy and requires a multitude of skills and approaches that need deploying in different situations. If you are doing the self-leadership work, your coach can support you to develop the skills and behaviours to lead others successfully.

Using the scale below, rate yourself against each of the leadership questions.

1 Never
 2 Rarely
 3 Sometimes
 4 Most of the time
 5 Always

Questions	Rating
<i>I acknowledge people's contribution and give positive feedback when I notice good work.</i>	
<i>I give direct and timely feedback on poor performance and behaviour.</i>	
<i>I make sure we celebrate with the team when we achieve results.</i>	
<i>I am genuinely pleased and celebrate other's successes.</i>	
<i>I support people's development and career goals.</i>	
<i>I am genuinely concerned about people's wellbeing.</i>	

Areas I could work on to improve leading others:

## It - Leading the Organisation

Leading an organisation well requires you to establish a shared Purpose and Vision, and to embed a Values Code, so everyone is clear on acceptable behaviour.

To build a Resilient Business Strategy, you need to consider inputs from the whole system and execute that strategy with disciplined leadership and planning practices.

Using the scale below, rate yourself against each of the leadership questions.

1	Never	2	Rarely	3	Sometimes	4	Most of the time	5	Always
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Questions	Rating
<i>I have (or have contributed to) created a clear vision for the business.</i>	
<i>I have set a clear strategy with goals and objectives that are well communicated to everyone.</i>	
<i>I set targets for myself and the team that stretch us but are not unachievable.</i>	
<i>I look for opportunities to improve and innovate what we do and how we do it.</i>	
<i>I understand our organisation is a system and do my best to make decisions with that mindset.</i>	
<i>I actively seek ideas from my peers, our employees, and customers on how we can innovate and do things better.</i>	
<i>I am prepared to hold others accountable for unproductive behaviours and actions.</i>	
<i>I clearly communicate the company direction and priorities regularly.</i>	

Areas I could work on to improve leading the organisation: