

## Positive Leadership Practices Self-Assessment

### Practicing Positive Leadership

by Kim Cameron

This *Positive Leadership Practices Self-Assessment* was developed because a variety of practicing leaders suggested that practical and applicable information is needed regarding how to put into practice the strategies of positive leadership. In my book, [Positive Leadership](#), four key strategies were identified that have been shown in research to produce extraordinarily positive performance in organizations. Numerous organizations have applied these strategies and have created positive results.

Nevertheless, practices that can be implemented right away, in the short-run, were also requested. The question was: What can I do right away? What can be implemented easily and immediately? The second book—[Practicing Positive Leadership](#)—identifies five sets of very concrete positive leadership practices that can be immediately implemented by individuals in all types of organizations—businesses, educational institutions, health care organizations, community associations, sports teams, and families. These practices will help you produce performance that helps people and organizations achieve their highest potential, flourish at work, experience elevating energy, and achieve levels of effectiveness difficult to attain otherwise.

The *Positive Leadership Practices Self-Assessment* helps you assess the extent to which you demonstrate the positive practices that lead to outstanding organizational effectiveness. It addresses the questions: In what areas are you especially effective in practicing positive leadership? What are your leadership strengths, and in what areas will you want to improve? The assessment produces a map of your leadership competencies based on factors that have been found to predict leadership success. No person possesses proficiency in all possible competency areas, but your profile helps identify the kinds of competencies that you will need if you are to accomplish your highest aspirations in the future.

The first section of the assessment (questions 1 through 24) highlights four strategies associated with positive leadership—generating a positive climate, positive relationships, positive communication, and positive meaning. The second section (questions 25 through 68) assesses several immediate practices that lead to positive outcomes—creating a culture of abundance, developing positive energy, delivering negative feedback positively, accomplishing Everest goals, and applying practices in organizations.

[Take Test](#)

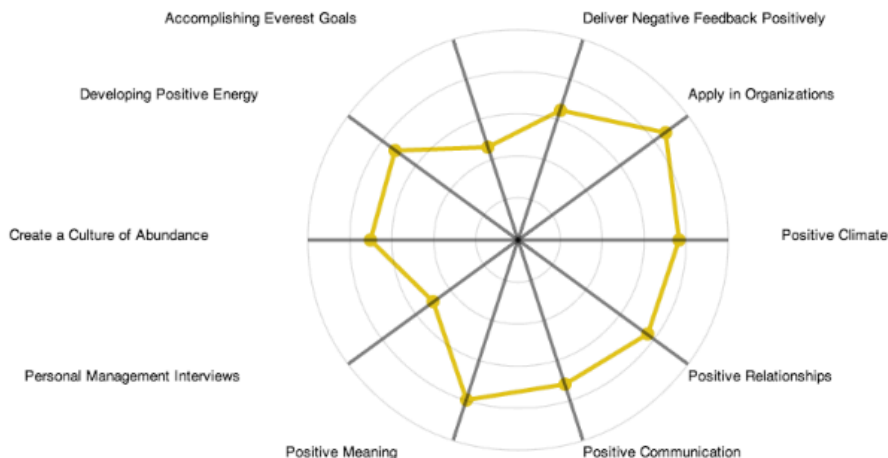
[Results](#)

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Scores above the 4.0 represent areas of positive leadership strength. Scores below 2.5 represent areas for development and improvement.

### Your overall survey score is 3.5.

Positive Climate = 3.8

Positive Relationships = 3.8

Positive Communication = 3.6

Positive Meaning = 4.0

Personal Management Interviews = 2.5

Create a Culture of Abundance = 3.5

Developing Positive Energy = 3.6

**Accomplishing Everest Goals = 2.3**

**Deliver Negative Feedback Positively = 3.3**

**Apply in Organizations = 4.3**

**Author's Interpretation:**

Ratings of 4 and 5 represent major strengths and evident of positive leadership practices. You will want to capitalize on these strengths in your various leadership roles. Make certain that you continue to demonstrate these behaviors. Ratings of 1, 2, and 3 represent areas where you may want to focus some improvement efforts. They represent areas where you can make strides without a major transformation in your leadership behaviors.

**Recommended Individual Action:**

Identify just a few—even two or three—positive leadership behaviors on which you want to improve your performance. Focusing on a limited number at a time increases the possibility that you will actually make progress. Do not try to tackle too much at once. The Practicing Positive Leadership book can provide useful hints for improving your performance.

For further recommendations on strengthening certain areas, please refer to the appropriate chapter in Positive Leadership and Practicing Positive Leadership. For more information regarding Personal Management Interviews, see chapters 7 and 8 of Positive Leadership: Implementing Positive Strategies and Developing Positive Leadership.

**Positive Leadership**

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**Recommended Group Action - Leadership Strategies and Practices:**

In addition to identifying individual behaviors on which you can focus your personal improvement efforts, the assessment instrument also helps you identify the strategies and general practice areas in which you can focus your improvement efforts. This occurs in two ways. (1) If more than one member of your unit, team, or family completes this instrument, you might aggregate scores to identify general themes on which to focus. (2) Individually, you can create average scores for each of the positive leadership strategies and practices. This helps you determine the general areas in which you excel and in which you can be sensitive to improvements. Having a sense of the general areas of leadership in which you want to improve, or in which you are especially strong, can often be helpful. You may find other positive leadership behaviors not assessed here, but which relate to a strategy or practice, that can help you improve your effectiveness.

**Closing Statement**

Thank you very much for taking the time to complete this self-assessment. The assessment is designed as a self-improvement tool not as a validated research instrument. The items address behaviors and actions that are consistent with positive leadership. Your scores do not determine how good a leader you are. They only identify the extent to which you are implementing strategies and practices associated with a special kind of leadership—positive leadership.

Additional explanations of positive leadership strategies and practices are contained in my books [Positive Leadership](#) (2011) and [Practicing Positive Leadership](#) (2013). These resources are relatively short, by design, so that you can obtain the assistance you need without having to search very deeply. The assessment instrument itself labels which chapters are related to each item.

Remember that your purchase of this assessment allows you to take it up to five times within a year. I suggest that you select just two or three items on which you wish to focus. These can be behaviors in which you score especially high (capitalizing on your strengths) or on which your scores were lower than you want them to be (developmental opportunities). Develop a personal improvement agenda in which you consciously practice these two or three practices consistently and repetitively. You may then want to take the assessment again after two or three months. The opportunity to reassess yourself can help you achieve the changes that you desire.

Best wishes in your efforts to become a more positive leader.



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