



Colleen Kettenhofen

International Speaker, Trainer, Author

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Leadership Test

written by Colleen Kettenhofen

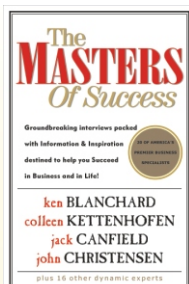
"Do not let what you cannot do interfere with what you can do."

John Wooden

There's a big difference between just being a leader and leading so that people will *willingly* want follow you. The test is influence. What if you were employed with a volunteer organization and your employees' livelihoods, perks and benefits were not based on whether or not they did what you asked? Would they still admire, respect and trust you as a role model and mentor? Here are 22 questions to ask yourself about how you are performing as a leader. You may wish to pass these questions on to your team. How well are they performing compared with the other team members?

1. How do I show that I am honest? Do I always do what I say I am going to do?
2. How do I make competence, character and credibility priorities?
3. Do I effectively listen to others with an open mind even when I may disagree?
4. How do I demonstrate honest yet tactful communication with others?
5. Do I have good people skills?
6. How am I thoughtful and considerate of others in the department?
7. How do I demonstrate my vision and the organization's vision in a way that others clearly can understand?
8. Do employees see how this vision applies to them and to the big picture?
9. Do I understand my own goals and how they tie in with organizational goals?
10. Are the company goals and my individual goals specific, measurable and in writing?
11. How do I take responsibility for my own job?
12. Am I proactive in taking on or looking for additional responsibility?
13. How do I tactfully suggest better ways of doing things?
14. How do I offer ideas for improvement?
15. Do I show up on time for work and begin work immediately in a way that contributes to the team?

(continued on next page)



Colleen Kettenhofen

International speaker, author and motivator is to be featured in a new book called

The Masters of Success.

It features **Kettenhofen** along with best selling authors **Ken Blanchard** (*One Minute Manager*) and **Jack Canfield** (*Chicken Soup for the Soul*). Each of these well-known speakers and authors share their strategies for success in frank and intimate interviews.

Call today & make **Colleen Kettenhofen** your next keynote, breakout session or seminar speaker!

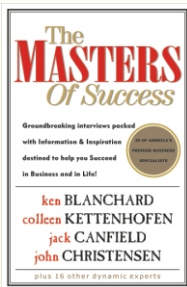
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Colleen specializes in:

- communication
- presentation skills
- conflict management
- wellness & life balance
- motivation & success
- leadership development
- management skills

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16. Am I "mentally" present for work?
17. How do I work to promote better morale with my team and other departments?
18. How would I grade the overall quality of my work?
19. Do I complete assignments on time and without being negative?
20. How do I put forth my best in producing a product or service in which others can take pride?
21. Have I been trained in conflict resolution?
22. Am I open to training in the areas of personal and professional development? How do I specifically apply the training techniques I've received?

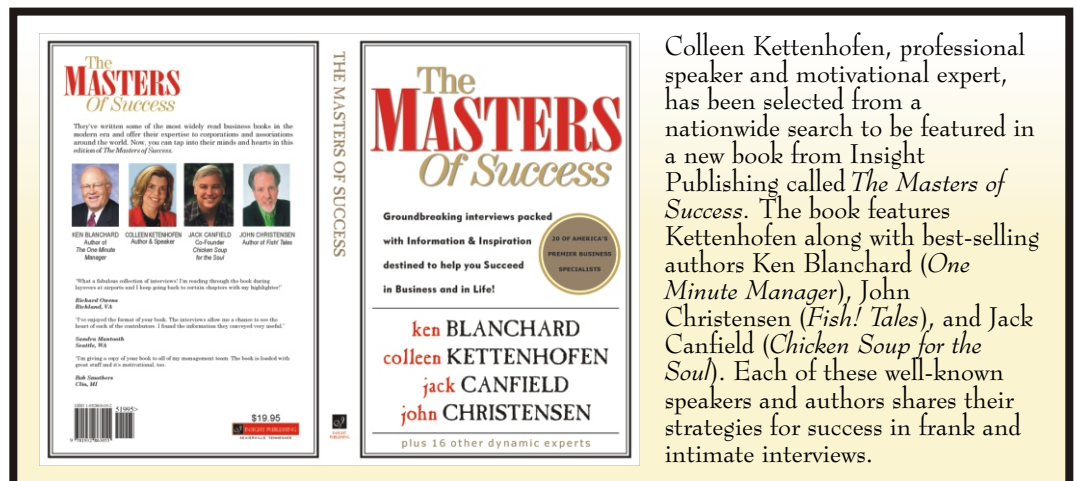
Go back and reread the first five questions of the Leadership Test. I've found that in conducting seminars worldwide, these are key characteristics people most want to see for them to *willingly* follow their leader. How are you demonstrating character, honesty, and credibility? Remember, the real "leadership test" is influence. If people know they can trust you, they'll follow you.

"Leadership is a potent combination of strategy and character. But if you must be without one, be without strategy."
General H. Norman Schwarzkopf

March 15, 2005

Please let me know if you would like me to customize an article for your organization. You are **FREE** to reprint or repost this article provided my name and contact information (websites, email and phone) are at the end of the article. Colleen Kettenhofen is a Portland, Oregon-based international speaker and author specializing in communication, presentation skills, conflict management, motivation and success, leadership, teams, diversity and management development, wellness and life balance. Colleen is available for keynotes, breakout sessions and seminars. Colleen can be reached toll free at 1-800-323-0683 or via email at colleen@colleenspeaks.com. Please let us know how you plan to use this article or send an electronic tear sheet.

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