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21 Laws Leadership Evaluation

(Based on John Maxwell's 21 Irrefutable Laws of Leadership)

Read each statement below and score yourself for each, using the following scale:

0 - *Never* **1** - *Rarely* **2** - *Occasionally* **3** - *Always*

1. The Law of the Lid - Leadership Ability Determines a Person's Level of Effectiveness

_____ a) When faced with a challenge, my first thought is, Who can I enlist to help? not What can I do?

_____b) When my team, department, or organization fails to achieve an objective, my first assumption is that it's some sort of leadership issue.

_____c) I believe that developing my leadership skills will increase my effectiveness dramatically.

_____**TOTAL** (Add a, b, & c together to get your Total)

2. The Law of Influence -The True Measure of Leadership Is Influence - Nothing More, Nothing Less

_____a) I rely on influence rather than on my position or title to get others to follow me or do what I want.

_____b) During discussions or brainstorming settings, people turn to me and ask for my advice.

_____c) I rely on my relationships with others rather than organizational systems and procedures to get things done.

_____ **TOTAL**

3. The Law of Process -Leadership Develops Daily, Not in a Day

_____a) I have a concrete, specific plan for personal growth that I engage in weekly.

_____b) I have found experts and mentors for key areas of my life with whom I engage on a regular basis.

_____c) To promote my professional growth, I have read at least six books (or taken at least one worthwhile class or listened to twelve or more audio lessons) per year for the last three years.

_____ **TOTAL**

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4.. The Law of Navigation -Anyone Can Steer the Ship, But It Takes a Leader to Chart the Course

_____a) I spot problems, obstacles, and trends that will impact the outcome of initiatives the organization puts into place.

_____b) I can clearly see a pathway for the implementation of a vision, including not only the process but also the people and resources needed.

_____c) I am called upon to plan initiatives for the organization.

_____**TOTAL**

5. The Law of Addition -Leaders Add Value by Serving Others

_____a) Rather than being annoyed when team members have issues preventing them from doing their jobs effectively, I see the issues as an opportunity to serve and help those people.

_____b) I look for ways to make things better for the people I lead.

_____c) I find great personal satisfaction in helping other people become more successful.

_____**TOTAL**

6. The Law of Solid Ground -Trust Is the Foundation of Leadership

_____a) The people I lead confide in me regarding sensitive issues.

_____b) When I tell someone in the organization that I will do something, s/he can count on me to follow through.

_____c) I avoid undermining others or talking behind their backs.

_____**TOTAL**

7. The Law of Respect -People Naturally Follow Leaders Stronger Than Themselves

_____a) People are naturally drawn to me and often want to do things with me just to spend time with me.

_____b) I go out of my way to show respect and loyalty to the people I lead.

_____c) I make courageous decisions and take personal risks that could benefit my followers even if there is no benefit to me.

_____**TOTAL**

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8. The Law of Intuition -Leaders Evaluate Everything with a Leadership Bias

_____a) I can easily gauge morale, whether in a room full of people, on a team, or in an organization.

_____b) I often take the right action as a leader even if I cannot explain why.

_____c) I can read situations and sense trends without having to gather hard evidence.

_____**TOTAL**

9. The Law of Magnetism -Who You Are Is Who You Attract

_____a) I am satisfied with the caliber of people who report to me.

_____b) I expect the people I attract to be similar to me in values, skills, and leadership ability.

_____c) I recognize that no personnel process can improve the quality of people I recruit compared to improving myself.

_____**TOTAL**

10. The Law of Connection -Leaders Touch a Heart Before They Ask for a Hand

_____a) When I am new to a leadership situation, one of the first things I try to do is to develop a personal connection with the individuals involved.

_____b) I know the stories, hopes, and dreams of the people I lead.

_____c) I avoid asking people to help accomplish the vision until we have built a relationship that goes beyond the nuts and bolts of our work together.

_____**TOTAL**

11. The Law of The Inner Circle -A Leader's Potential Is Determined by Those Closest to Him

_____a) I am strategic and highly selective about which people are closest to me personally and professionally.

_____b) I regularly rely on some key people in my life to help accomplish my goals.

_____c) I believe that 50 percent or more of the credit for my accomplishments goes to the people on my team.

_____**TOTAL**

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12. The Law of Empowerment -Only Secure Leaders Give Power to Others

_____a) I embrace change easily and become dissatisfied with the status quo.

_____b) I believe that no matter how talented the people who work for me are, my position is secure.

_____c) It is my regular practice to give people I lead the authority to make decisions and take risks.

_____**TOTAL**

13. The Law of The Picture -People Do What People See

_____a) If I observe an undesirable action or quality in team members, I check for it in myself first before addressing it with them.

_____b) I am continually working to try to make my actions and words consistent with one another.

_____c) I do what I should rather than what I want because I am conscious that I am setting an example for others.

_____**TOTAL**

14. The Law of Buy-In -People Buy into the Leader, Then the Vision

_____a) I recognize that a lack of credibility can be as harmful to an organization as a lack of vision.

_____b) I wait until I see that most of the people on the team have confidence in me before asking for a commitment to the vision.

_____c) Even when my ideas are not very good, my people tend to side with me.

_____**TOTAL**

15. The Law of Victory -Leaders Find a Way for the Team to Win

_____a) When I lead a team, I feel ultimate responsibility for whether it achieves its goals.

_____b) If members of my team are not unified in their efforts to achieve the vision, I take action to get them on the same page.

_____c) I make personal sacrifices to help ensure victory for my team, department, or organization.

_____**TOTAL**

16. The Law of The Big Mo -Momentum Is a Leader's Best Friend

_____a) I am enthusiastic and maintain a positive attitude every day for the sake of my team members.

_____b) Whenever I make a major leadership decision, I consider how that decision will impact momentum in my team, department, or organization.

_____c) I initiate specific actions with the purpose of generating momentum when introducing something new or controversial.

_____**TOTAL**

17. The Law of Priorities -Leaders Understand That Activity Is Not Necessarily Accomplishment

_____a) I avoid tasks that are not required by my leadership, don't have a tangible return, or don't reward me personally.

_____b) I set aside time daily, monthly, and yearly to plan my upcoming schedule and activities based on my priorities.

_____c) I delegate any task for which a team member can be at least 80 percent as effective as I could be.

_____**TOTAL**

18. The Law of Sacrifice -A Leader Must Give Up to Go Up

_____a) I know making trade-offs is a natural part of leadership growth, and I make sacrifices to become a better leader as long as they don't violate my values.

_____b) I expect to give more than my followers do in order to accomplish the vision.

_____c) I will give up my rights in order to reach my potential as a leader.

_____**TOTAL**

19. The Law of Timing -When to Lead Is As Important As What to Do and Where to Go

_____a) I expend as much effort figuring out the timing for an initiative as I do figuring out the strategy.

_____b) I will launch something using a less-than-ideal strategy because I know the timing is right.

_____c) I can sense whether or not people are ready for an idea.

_____**TOTAL**

20. The Law of Explosive Growth -To Add Growth, Lead Followers -- To Multiply, Lead Leaders

_____a) I believe that I can grow my organization more rapidly by developing leaders than by any other method.

_____b) I spend a significant amount of time every week investing in the development of the top 20 percent of my leaders.

_____c) I would rather see leaders I develop succeed out on their own than keep them with me so that I can keep mentoring them.

_____**TOTAL**

21. The Law of Legacy -A Leader's Lasting Value Is Measured by Succession

_____a) I possess a strong sense of why I am in my job and why I am leading.

_____b) In each position I've held, I have identified people who can carry on after me, and I have invested in them.

_____c) One of my strongest motivations is to leave any team I lead better than I found it.

_____**TOTAL**

Now that you have completed the evaluation, examine each law and note your strengths and weaknesses. Use the following guidelines to help you proceed in honing your strengths & areas of growth.

8-9 This is in your strength zone. Make the most of this skill and mentor others in this area.

5-7 Target this law for growth. You have potential to make it a strength.

0-4 This is a weakness. Hire staff with this strength or partner with others in this area.

Contact Elevare today to further your development to achieve higher levels of success!