

Sixteen questions to ask yourself

Ask yourself how much you agree or disagree with the following statements and rank yourself on a on a 1 to 5 scale - where 1 is 'strongly disagree' and 5 is 'strongly agree':

1. My personal behaviour at work consistently reflects how I would like my staff to behave **1 2 3 4 5**

2. I am clear how I work best and how I can make the biggest contribution to my organisation **1 2 3 4 5**

3. I allocate sufficient time in my life to building and rebuilding my physical and emotional stamina **1 2 3 4 5**

4. I am courageous in my business decisions **1 2 3 4 5**

5. I am adept at flexing my approach to different people and situations to reflect my objectives **1 2 3 4 5**

6. I regularly ask open questions of my team and staff and seek new ideas from others **1 2 3 4 5**

7. I have a clear understanding of the culture and politics of my organisation **1 2 3 4 5**

8. I regularly get involved in internal projects and initiatives and external networks that allow me to understand my organisation's current and future business environment **1 2 3 4 5**

9. I allocate enough time and energy to crafting, moulding and managing my top team **1 2 3 4 5**

10. I delegate effectively and give clear indications of the authority and responsibility I expect people to take **1 2 3 4 5**

11. I give my direct reports regular, timely and clear feedback **1 2 3 4 5**

12. I act as a coach to my key staff **1 2 3 4 5**

13. I set a vision for the organisation that the majority of staff understand and can act upon **1 2 3 4 5**

14. I regularly re-evaluate and re-align the design of my organisation **1 2 3 4 5**

15. I make a conscious effort to confront unnecessary complexity in my organisation **1 2 3 4 5**

16. I am mindful of the need to take decisions and act upon that knowledge in my work **1 2 3 4 5**

Make a note of your scores and re-evaluate yourself after 3 or 6 months of practicing the actions, behaviours and disciplines discussed above.
