

Name: _____ Date: _____

What are your leadership strengths? Where might you benefit from personal development? Using the frame of the Social Change Model of Leadership Development (HERRI, 1996) where leadership is defined not as a position or person but a process toward some desired outcome. The following worksheets will help you identify leadership strengths and create a plan for further development.

Read through the statements (Tyree, 1998) and respond according to your level of agreement from 1 (strongly disagree) to 5 (strongly agree). For a question that refers to a group, reflect on any formal or informal group experience. Use that same experience as a reference for all the responses.

Please read through each of the following items and indicate your agreement or disagreement in the non-shaded box.	Write your score: 1= Strongly Disagree 2= Disagree 3=Neither Agree or Disagree 4= Agree 5= Strongly Agree							
1. Change makes me comfortable.								
2. I work with others to make my communities a better place.								
3. I value differences in others.								
4. I contribute to the goals of the group.								
5. I am seen as one who works well with others.								
6. I persist in carrying out my goals.								
7. My actions are consistent with my values.								
8. I have high self-esteem.								
9. I work well in a changing environment.								
10. I participate in activities that contribute to the common good.								
11. Hearing differences in opinions enriches my thinking								
12. I know the purpose of the groups to which I belong.								
13. I enjoy working with others towards common goals.								
14. I follow through on my promises.								
15. My beliefs match my behaviors.								
16. I am usually self-confident.								
17. I am open to new ideas.								
18. I value opportunities that allow contribution to my community.								
19. I share my ideas with others.								
20. I work well when I know the collective values of the group.								
21. Collaboration produces better results.								
22. I hold myself accountable for the responsibilities I agree to.								
23. My behaviors reflect my beliefs.								
24. I am comfortable expressing myself.								
	A	B	C	D	E	F	G	H

Leadership component definitions and prescriptions:

Total the three numbers in each column. Enter the column totals from the first page in the spaces below.

- _____ **A- Consciousness of Self:** You are aware of personal beliefs, values, attitudes and emotions that motivate you to take action.
Related skills: Appreciation of differences, self-awareness
Prescription for further development; Request performance feedback, identify your interests, values and motives, and increase your emotional intelligence.
- _____ **B- Congruence:** You think, feel and behave with consistency, and are genuine authentic and honest with others
Related skills: Recognition, trust
Prescription for further development; Be true to yourself and others, lead by example, make purposeful progress one thoughtful act at a time.
- _____ **C- Commitment:** You have the energy that motivates you to serve, and drive the collective effort.
Related skills: Delegation, Goal setting
Prescription for further development; Stay focused and persist to the goal, adopt a “we” perspective, hold yourself and the group accountable.
- _____ **D- Collaboration:** You work with others in a common effort.
Related skills: Group dynamics, listening
Prescription for further development; Listen to yourself and others, make allies and build teams, invite input and clarify common goals.
- _____ **E- Common Purpose:** You share the group’s goals and values when working with others.
Related skills: Team building, Team work
Prescription for further development; Understand individual and identify common values, invite input on group goals, find and build common ground.
- _____ **F- Controversy with Civility:** You believe in two fundamental realities of any creative effort: 1. that differences in viewpoint are inevitable, and 2. that such differences must be aired openly but with civility.
Related skills: Conflict resolution, Mediation
Prescription for further development; Welcome diverse views, invite healthy debate, agree to disagree.
- _____ **G- Citizenship:** You believe in a process whereby an individual and/or a group become responsibly connected to the community and to society through their activity.
Related skills: Financial, Administrative, Public speaking
Prescription for further development; Be responsible and accountable to your community, work toward common good, serve and build your community.
- _____ **H- Change:** You believe in the importance of making a better world and a better society for yourselves and others.
Related skills: Advocacy, Helping skills, Social Awareness
Prescription for further development; Embrace change as constant, be open to new ideas, keep flexible and optimistic in your beliefs.

Based on your estimates, what are your top (highest raw scores) two leadership strengths?

Based on your estimates, what two areas (lowest raw scores) need the most development?

Reflect & Plan:

Leadership development is ongoing for all of us. Imagine yourself a year from now with a sense of accomplishment on what you have accomplished during your service with AmeriCorps!

1. Select one of the two highest scores from above and answer the questions below.

- _____ **A- Consciousness of Self**
- _____ **B- Congruence**
- _____ **C- Commitment**
- _____ **D- Collaboration**
- _____ **E- Common Purpose**
- _____ **F- Controversy with Civility**
- _____ **G- Citizenship**
- _____ **H- Change**

2. List two ways that this strength will help you in your volunteer service;

- _____
- _____

3. List two ways that you can share your strength to help a friend, family member and/or the aspect of the community that benefits from your volunteer service;

- _____
- _____

4. Now select one of the two lowest scores and answer the question below.

- _____ **A- Consciousness of Self**
- _____ **B- Congruence**
- _____ **C- Commitment**
- _____ **D- Collaboration**
- _____ **E- Common Purpose**
- _____ **F- Controversy with Civility**
- _____ **G- Citizenship**
- _____ **H- Change**

5. List two ways that you will work to increase this skill during your volunteer service;

- _____
- _____