

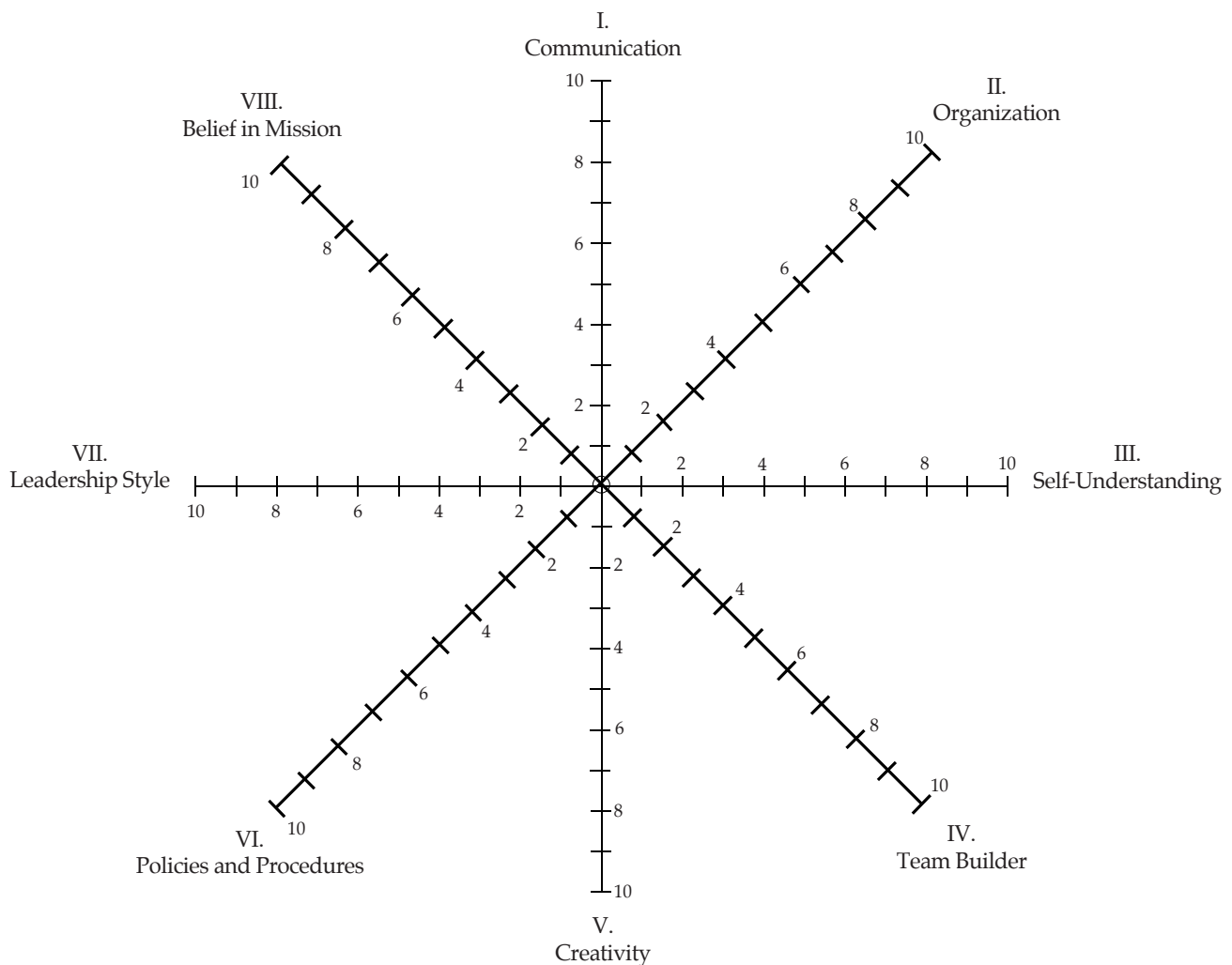
# EXCHANGE

## ARE YOU A WELL ROUNDED LEADER?

DEVELOPED BY REDLANDS CHRISTIAN MIGRANT ASSOCIATION,  
IMMOKALEE, FLORIDA

When traveling down life's bumpy road, it helps to be well rounded. When leading and managing, it's helpful not to have too many sharp edges. When making sharp turns, it's good to be balanced. Are you well rounded? Do you have sharp edges? Are you in balance? Do you have the courage to find out?

Take the leadership roundness test. Why? Sometimes leaders are unaware of their sharp edges. They cut and wound without realizing. And some leaders are so used to clunking down the road that they fail to consider that with a little rounding out, their journey would not be so rough, and they wouldn't create such a ruckus as they travel.



# Taking Stock

## LEADERSHIP ROUNDNESS TEST

**Instructions:** Rate yourself and ask your staff, a friend, and your supervisor (if you have one) to rate you in the eight areas listed below on a scale of 1-10 (10 being the best). Record the input of each person separately. Add the numbers in each category and calculate the average. Mark the average for each area on the appropriate spot on the spoke. (Example: If the average for communication was 7.8, mark on the communication spoke just below the number 8). Then connect the marks to see how well-rounded a leader you are. Repeat this for each person who assesses you, and connect the dots with different colors to compare these different perspectives. Color code the four assessments to compare the different groups.

### I. Communication

- \_\_\_ 1. Speaks and writes well
- \_\_\_ 2. Great listener, good counselor
- \_\_\_ 3. Seeks first to understand and then be understood
- \_\_\_ 4. Gives clear instructions and the information needed to do the job and makes sure the message is understood
- \_\_\_ 5. Remembers what it was like not to know
- \_\_\_ 6. Gives positive feedback
- \_\_\_ 7. Before making a judgment, asks: "Tell me what I don't know about the situation?"
- \_\_\_ 8. Helps people learn from and correct their mistakes
- \_\_\_ 9. Handles naturally negative people well
- \_\_\_ 10. Is an assertive person

\_\_\_ **Total**     \_\_\_ **Average**

### II. Organization

- \_\_\_ 1. Has a place for everything and everything is in its place
- \_\_\_ 2. Knows where things are
- \_\_\_ 3. Does the most important things first
- \_\_\_ 4. Is on time
- \_\_\_ 5. Returns calls
- \_\_\_ 6. Keeps appointments
- \_\_\_ 7. Keeps good records

- \_\_\_ 8. Keeps an organized calendar
- \_\_\_ 9. Runs effective meetings
- \_\_\_ 10. Delegates well
- \_\_\_ 11. Knows what's going on
- \_\_\_ 12. Sees trouble before it arrives and prevents it

\_\_\_ **Total**     \_\_\_ **Average**

### III. Self-Understanding

- \_\_\_ 1. Shows a positive healthy sense of self-worth
- \_\_\_ 2. Has a set of guiding principles
- \_\_\_ 3. Has a sense of vision, with long and short term goals
- \_\_\_ 4. Words and actions match
- \_\_\_ 5. Willing to look at strengths and weaknesses to help grow as a leader
- \_\_\_ 6. Is a life-long learner
- \_\_\_ 7. Has a good understanding of how she/he is viewed by others

\_\_\_ **Total**     \_\_\_ **Average**

### IV. Team Builder

- \_\_\_ 1. Realizes that everyone is different
- \_\_\_ 2. Places the right people in the right job
- \_\_\_ 3. Doesn't play favorites

# EXCHANGE

- \_\_\_ 4. Gives credit to the team
- \_\_\_ 5. Knows how to motivate and inspire people to be their best
- \_\_\_ 6. Does special things that help a person feel proud to work for our organization
- \_\_\_ 7. Encourages people to continue their education
- \_\_\_ 8. Great role model
- \_\_\_ 9. Good counselor
- \_\_\_ 10. Reduces conflict
- \_\_\_ 11. Learns from mistakes and rarely repeats them
- \_\_\_ 12. Helps troubled people heal

\_\_\_ **Total**      \_\_\_ **Average**

## V. Creativity

- \_\_\_ 1. Always looking for possibilities
- \_\_\_ 2. Good sense of humor
- \_\_\_ 3. Great imagination — has a lot of ideas
- \_\_\_ 4. Looks for the lesson that comes with the challenge
- \_\_\_ 5. Welcomes the ideas of staff
- \_\_\_ 6. Action taker and problem solver
- \_\_\_ 7. Thinks clearly, feels with compassion, and takes appropriate action

\_\_\_ **Total**      \_\_\_ **Average**

## VI. Understanding of Policies and Procedures

- \_\_\_ 1. Knows very well the rules and regulations
- \_\_\_ 2. Consistent in carrying out the policies and procedures
- \_\_\_ 3. Is a very just person
- \_\_\_ 4. Understands budgets and spends money wisely

\_\_\_ **Total**      \_\_\_ **Average**

## VII. Personal Leadership Style

- \_\_\_ 1. People feel good being with him/her, sets a positive tone
- \_\_\_ 2. Quick to praise, slow to criticize
- \_\_\_ 3. Enthusiastic and optimistic
- \_\_\_ 4. Insists on a high level of excellence
- \_\_\_ 5. Is accountable for his/her actions and expects others to be accountable for theirs
- \_\_\_ 6. Values people and knows their names
- \_\_\_ 7. Handles crises well
- \_\_\_ 8. Seeks feedback and asks questions
- \_\_\_ 9. Learns from mistakes, admits when wrong, and apologizes
- \_\_\_ 10. Reads books and articles that help improve job performance
- \_\_\_ 11. Fair, honest, and consistent
- \_\_\_ 12. Shows a deep respect for people from all cultures
- \_\_\_ 13. Has the courage to stand up for what is right and will not tolerate pettiness
- \_\_\_ 14. Doesn't hold grudges, forgiving

\_\_\_ **Total**      \_\_\_ **Average**

## VIII. Belief in Mission

- \_\_\_ 1. Displays courage, class, self-confidence, honesty, and dignity
- \_\_\_ 2. Respected by children
- \_\_\_ 3. Has a sense of vision
- \_\_\_ 4. Guided by deeply felt beliefs
- \_\_\_ 5. Sets high standards
- \_\_\_ 6. Has a deep sense of pride in our organization's mission and displays this pride in words and action
- \_\_\_ 7. Welcomes opportunities to explain what our organization is all about

\_\_\_ **Total**      \_\_\_ **Average**