BRUCE A. THOMAS COACHING, LLC

PERSONAL LEADERSHIP SELF-ASSESSMENT

Discover your strengths. Identify your growth opportunities. Lead with intention.

Leadership is not limited to a title. This quick reflection helps you examine everyday habits that shape your influence, relationships, and results.

HOW TO USE THIS ASSESSMENT

Rate each statement based on what you consistently DO today—not what you intend to do. Circle one number for each statement. Allow 5–7 minutes.

1 = Rarely 2 = Occasionally 3 = Sometimes 4 = Often 5 = Consistently

SELF-LEADERSHIP

#	Statement	Your rating
1	I follow through on commitments, even when motivation is low.	1 2 3 4 5
2	I manage my time and priorities around what matters most.	1 2 3 4 5
3	I seek feedback and take responsibility for my growth.	1 2 3 4 5

RELATIONSHIPS & COMMUNICATION

#	Statement	Your rating
4	I listen to understand before responding.	1 2 3 4 5
5	I communicate expectations and ideas with clarity and respect.	1 2 3 4 5
6	I build trust by treating others with consistency and care.	1 2 3 4 5

INFLUENCE & ACTION

#	Statement	Your rating
7	I take initiative without waiting for a title or permission.	1 2 3 4 5
8	I address difficult conversations and conflict constructively.	1 2 3 4 5
9	I help others succeed through encouragement and support.	1 2 3 4 5

PURPOSE & ADAPTABILITY

#	Statement	Your rating
10	I can explain the values and purpose guiding my decisions.	1 2 3 4 5
11	I stay open to different perspectives and new approaches.	1 2 3 4 5
12	I turn goals and good intentions into specific next steps.	1 2 3 4 5

TOTAL SCORE: _____ / 60

This is a self-reflection tool, not a validated psychological or professional competency assessment.

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YOUR LEADERSHIP GROWTH SNAPSHOT

INTERPRETING YOUR SCORE

Total	Reflection
48–60	Strong everyday practices: sustain your strengths and stretch into a new challenge.
36–47	Solid foundation: choose one or two habits to strengthen with intention.
24–35	Developing consistency: focus on a small number of repeatable actions.
12–23	Opportunity to reset: start with one meaningful habit and build momentum.

Your score is a starting point for reflection—not a label, ranking, or measure of your worth.

LOOK BEYOND THE TOTAL

Review your ratings. Which two statements received your highest scores? Which two received your lowest? Your individual responses are often more useful than the total.

My two leadership strengths: 1. _____ 2. _____

My two growth opportunities: 1. _____ 2. _____

YOUR 7-DAY LEADERSHIP ACTION PLAN

Choose ONE behavior you want to strengthen. Make the action small enough to practice this week.

1. The leadership behavior I will strengthen: _____

2. One specific action I will take in the next 7 days: _____

_____

3. When and where I will practice it: _____

4. Who or what will help keep me accountable? _____

5. How will I know I made progress? _____

THREE PRACTICAL WAYS TO START TODAY

- Pause before reacting: ask one more question and listen fully.
- Protect one priority: schedule 20 focused minutes for a meaningful goal.
- Lift someone else: offer specific encouragement or helpful feedback.

CONTINUE YOUR LEADERSHIP JOURNEY

Growing People, Teams, and Organizations for Greatness!

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Want to explore your results and next steps? Reach out to learn about coaching, workshops, and leadership development opportunities. You can also share this assessment with a colleague.

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