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Question Maintenance

Survey: Copy of - Leadership Assessment Survey (oeq)

Theme: Initiative and Risk Taking		▲	▼
Add a New Question			
1	Accept responsibility for her/his mistakes.		▼
2	Persevere despite organizational obstacles.	▲	▼
3	Display energy and drive to accomplish personal or work goals.	▲	▼
4	Willingly take an unpopular stand.	▲	▼
5	Promote her/his new ideas to you.	▲	▼
6	Demonstrate a willingness to take the lead.	▲	
Theme: Personal Integrity		▲	▼
Add a New Question			
7	Support the decisions you make.		▼
8	Follow through on agreed to actions.	▲	▼
9	Act in an honest and up front manner.	▲	▼
10	Exercise confidentiality when dealing with sensitive issues.	▲	▼
11	Deal with you/others in a fair and consistent manner.	▲	▼
12	Build trust by openly sharing information.	▲	
Theme: Vision		▲	▼
Add a New Question			
13	Encourage you/others to work toward what your work group could become.		▼
14	Align you/others toward a shared vision or ideal.	▲	▼
15	Describe a sense of purpose for your organization.	▲	▼
16	Keep people focused on future possibilities, rather than past accomplishments.	▲	▼
17	Communicate her/his vision in a way that inspires others.	▲	
Theme: Quality of Results		▲	▼
Add a New Question			
18	Demonstrate a consistent commitment to quality.		▼
19	Work hard to satisfy customer requirements.	▲	▼
20	Set high standards for her/his own work performance.	▲	▼
21	Look for ways to improve the quality of his/her work efforts.	▲	▼
22	Perform work that exceeds your expectations.	▲	
Theme: Empowerment		▲	▼
Add a New Question			
23	Give you/others visibility on key projects, tasks		▼
24	Allow you to use your judgment when making decisions.	▲	▼
25	Encourage you to challenge the system	▲	▼
26	Promote cooperation and collaboration within the work group.	▲	▼
27	Allow you/others to initiate actions on your own.	▲	▼
28	Involve you/others in up front planning on key projects.	▲	▼
29	Provide critical information for you/others to do your job.	▲	
Theme: Communicating		▲	▼
Add a New Question			

30	Express ideas clearly.		▼
31	Present ideas or information in a well organized manner.	▲	▼
32	Allow you to finish what you have to say.	▲	▼
33	Answer questions specifically and to the point.	▲	▼
34	Demonstrate that you have been heard and understood.	▲	▼
35	Ask questions to learn more about (or to clarify) what you are saying.	▲	▼
36	Write in a clear and concise style.	▲	▼
37	Display an interest in you while you are speaking.	▲	▼
38	Present ideas or information in a persuasive manner.	▲	▼
39	Appear to be approachable and easy to talk with.	▲	

Theme: Delegating

[Add a New Question](#)

40	Demonstrate patience when explaining new assignments.		▼
41	Provide diverse responsibilities to develop new skills in you/others.	▲	▼
42	Provide people with the training to do their job.	▲	▼
43	Let people know what is expected of them before they begin a task.	▲	▼
44	Assign responsibilities that match individual capabilities.	▲	▼
45	Identify, up front, how you/others' performance will be measured.	▲	

Theme: Motivating

[Add a New Question](#)

46	Set an appropriate example for others to follow.		▼
47	Provide you/others with a sense of belonging to the work group.	▲	▼
48	Praise you for a specific job well done.	▲	▼
49	Demonstrate confidence in your abilities by providing challenging assignments.	▲	▼
50	Recognize your creative ideas.	▲	▼
51	Recognize you/others for high quality performance.	▲	

Theme: Coaching

[Add a New Question](#)

52	Take time to help develop your/others' effectiveness.		▼
53	Treat mistakes as learning experiences.	▲	▼
54	Provide you with feedback in a constructive manner.	▲	▼
55	Maintain a system or procedure to evaluate your/others' performance.	▲	▼
56	Provide feedback when work does not meet his/her expectations.	▲	

Theme: Planning and Goal Setting

[Add a New Question](#)









57	Complete work within an agreed upon time frame.		▼
58	Develop realistic plans for reaching goals.	▲	▼
59	Set measurable objectives for you/others.	▲	▼
60	Use his/her time effectively.	▲	▼
61	Establish clear work priorities for tasks, projects.	▲	▼
62	Provide you/others with realistic time lines for projects.	▲	

Theme: Problem Solving and Decision Making

[Add a New Question](#)

63	Quickly gain insights to complex problems.		
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64	Involve you/others in the problem solving process.		
65	Generate alternative solutions when resolving problems.		
66	Respond promptly when unexpected problems arise.		
67	Make decisions that reflect good financial judgment.		
68	Identify problems in their early stages.		
Theme: Creativity and Innovation			
Add a New Question			
69	Encourage you to be creative in your work efforts.		
70	Challenge current thinking for the "way we have always done it."		
71	Adapt to new ways of doing things.		
72	Develop new applications or procedures for existing products or services.		
73	Engage in idea generating or "what if" discussions with you.		
Theme: Technical Competency			
Add a New Question			
74	Display confidence in his/her own technical abilities.		
75	Demonstrate technical competence when working with you/others.		
76	Keep up to date with industry trends and developments.		
77	Discuss technical matters so you can understand them.		
Theme: Diversity			
Add a New Question			
78	Make the effort to work cooperatively with you.		
79	Negotiate differences of opinion openly and fairly.		
80	Accept differences of opinion.		
81	Demonstrate a willingness to be flexible and open minded.		
82	Express his/her point of view in a tactful way.		
83	Bring together people with varied talents, perspectives to resolve work group problems.		
84	Remain calm when confronted with different points of view.		
Theme: Team Work			
Add a New Question			
85	Share credit and recognition for accomplishments with others.		
86	Explain how each person's performance impacts the work of others.		
87	Capitalize on your personal strengths when leading group projects.		
88	Know the capabilities of each group member.		
89	Coordinate work priorities with you/others.		
90	Work across functional groups to achieve company goals.		
Theme: Mentoring			
Add a New Question			
91	Share technical expertise with you/others.		
92	Identify career opportunities for you/others in the organization.		
93	Increase levels of responsibilities to prepare you/others for a higher level position.		
94	Share relevant personal insights or experiences with you.		
95	Provide suggestions for your/others' personal and professional development.		

Theme: Open-ended Question			
Add a New Question			
96	What could this person START DOING to become more effective?		
97	What could this person STOP DOING to become more effective?		
98	What could this person CONTINUE DOING to become more effective?		
99	Other comments you want to share with this person ...		

Cancel