

AOJR

Self-Assessment on Leadership Mindset and Behaviours

This self-assessment will help you evaluate how well you **lead with trust, embrace and enterprise mindset and learn from failure and calculated risk-taking** in your work and leadership approach.

Instructions:

- Rate yourself on a scale of **1 to 5**, where:
1 = Strongly Disagree | 2 = Disagree | 3 = Neutral | 4 = Agree | 5 = Strongly Agree
 - Be honest in your evaluation—this is for your own growth!
 - After rating, reflect on your responses and create a **development plan** for improvement.
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Section 1: Lead with trust

Question	1	2	3	4	5
I communicate openly and honestly, when appropriate in a timely way even in difficult situations.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I share relevant information which helps to get results.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I admit mistakes and take responsibility for decisions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I act with integrity, aligning words with actions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I make ethical decisions, even when it's challenging.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I assume positive intent.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am comfortable being vulnerable with others on the team.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I seek to understand before my need to be understood.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Section 2: Embrace an Enterprise Mindset

Question

1 2 3 4 5

I break down barriers to align our goals and efforts as one team.

I consider the broader consequences of actions on morale, productivity, and well-being of the team.

I avoid making rushed decisions that might benefit a few but harm the team's cohesion.

I balance speed and effectiveness with thoughtful consideration of team impact.

I hold both leaders and team members accountable for considering the team's well-being.

Section 3: Encouraging risk taking and learning from failure

Question

1 2 3 4 5

I create an environment where team members feel safe to take risks

I view setbacks as a natural part of growth and innovation

I conduct post-mortems or retrospectives to analyse what worked and what didn't.


I encourage individuals to reflect on mistakes and share lessons learned

I demonstrate resilience by adapting and pivoting when faced with challenges


I use my influence to encourage other functions to take appropriate risks.

Reflection & Development Plan


What are your top strengths in each of the areas: **leading with trust, thinking about the impact on the team, risk-taking and learning from failure?**

 Write your response here...


Which areas need improvement?

 Write your response here...

What specific actions will you take to improve in these areas?

 Write your response here...

Who can support you in this growth (mentors, colleagues, team)?

 Write your response here...
