



# BRIEF PURPOSEFUL LEADERSHIP SCALE

## *Self-Assessment*

1 – Never   2 – Rarely   3 – Sometimes

4 – Frequently   5 – Always

Considering your current leadership approach, score the following statements using the above scale (1-5). Be honest.

1. \_\_\_\_\_ I ask about and remember the details of my team members' lives, such as their full name, who their family and friends are, their values, interests, and their personal goals and aspirations.
2. \_\_\_\_\_ I make it a point to remember and check-in on my team members' personal details during routine, regular conversations.
3. \_\_\_\_\_ I provide regular affirmation to individuals on my team, communicating the impact of their work and strengths on others.
4. \_\_\_\_\_ I regularly collect and share stories with my team of their work's impact on the client/customer.
5. \_\_\_\_\_ I delegate and communicate tasks by first showing individuals who the task affects and what bigger outcome the task makes possible.
6. \_\_\_\_\_ I routinely show team members how they uniquely make a meaningful contribution to the broader purpose/mission of the team and organization.
7. \_\_\_\_\_ I regularly use the language of my personal and the team/organizational purpose with my team.
8. \_\_\_\_\_ I know each of my individual team members' unique strengths, and regularly show them how those unique strengths make a difference on the team and the organization.
9. \_\_\_\_\_ I have regular conversations with my team members about their personal purposes.
10. \_\_\_\_\_ I show my team members how their everyday tasks make the team and organizational purpose possible.
11. \_\_\_\_\_ I reward behaviors and set goals for my team that are contribution-focused (i.e., helpfulness).

12. \_\_\_\_\_ I have regular conversations with my team that clearly show them how current projects and tasks enable a bigger product or outcome.
13. \_\_\_\_\_ I ensure my team members are clear that mistakes are treated as opportunities to learn, develop, and grow.
14. \_\_\_\_\_ I support an environment in which it is easy for everyone, at all levels, to give feedback, ask for help, and admit to shortcomings.
15. \_\_\_\_\_ I routinely admit to my own shortcomings, struggles, mistakes, and failures with my team.
16. \_\_\_\_\_ I formally and/or informally assess the degree to which team members feel it's easy to share and discuss difficult issues.
17. \_\_\_\_\_ I create dedicated time and space in my team's routine processes for informal relationship building.
18. \_\_\_\_\_ I encourage my team members to be creative.



## SCORING

Add up items **1-6**, this is your total score on the purposeful leadership practice of Creating Mattering and Meaningfulness.

**Create Mattering and Meaningfulness:** \_\_\_\_ (total) / 30

Creating mattering and meaningfulness refers to the practice(s) of cultivating an environment that ensures people are noticed, affirmed, and needed by showing others that they matter and how they matter.

Add up items **7-12**, this is your total score on the purposeful leadership practice of Connecting People to Purpose.

**Connect People to Purpose:** \_\_\_\_ (total) / 30

Connecting People to Purpose refers to the practice(s) of ensuring a clear line of sight from an individual's purpose and their work to the larger team and organizational purpose.

Add up items **13-18**, this is your total score on the purposeful leadership practice of Fostering a Positive Culture

**Foster a Positive Culture:** \_\_\_\_ (total) / 30

Fostering a Positive Culture refers to the practice(s) of ensuring a climate where people feel comfortable speaking up, experimenting, and collaborating without fear; where they experience more positive emotions than negative emotions, and where they feel a sense of connectedness.

**TOTAL:** \_\_\_\_ / 90