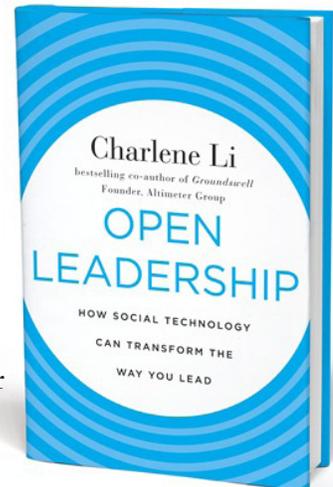


# OPEN LEADERSHIP SELF-ASSESSMENT

From the book *Open Leadership* by Charlene Li

This assessment tool looks at two key mindsets of open leadership. The first is how optimistic or pessimistic you are about what happens when people get power. The second is how you approach problems—in an individualistic or collaborative way.

If you prefer to use an online version of the assessment, a version is also available at <http://open-leadership.com>, where you can also compare your results to other people in a similar industry, role, or size of company.



## PESSIMISTIC VERSUS OPTIMISTIC

Rate yourself on each line as: 1 (agree strongly with left statement), 2 (agree somewhat with left statement); 3 (agree somewhat with right statement); or 4 (agree strongly with right statement). Add up your scores and divide the total by 8 to produce your average score. You'll then move on to the second part of the assessment.

People will be harmful if given the opportunity.	<b>1 2 3 4</b>	People will do the right thing when given the opportunity.
People will be negative and try to cause harm with their comments.	<b>1 2 3 4</b>	People will be positive and constructive in their comments.
We have more to lose by sharing information publicly than we stand to gain.	<b>1 2 3 4</b>	We have more to gain by sharing information publicly than we stand to lose.
Employees can't be trusted with confidential information.	<b>1 2 3 4</b>	Employees can be trusted with confidential information.
Employees should get only as much information as needed to do their jobs.	<b>1 2 3 4</b>	Employees should get as much information as possible to do their jobs.
Front line employees and customers mostly complain.	<b>1 2 3 4</b>	I can learn a lot from front line employees and customers.
When someone criticizes me, I take it personally.	<b>1 2 3 4</b>	When someone criticizes me, I use the opportunity to learn.
Mistakes should be avoided at all costs.	<b>1 2 3 4</b>	When a mistake is made, it's an opportunity to learn.
<b>AVERAGE SCORE</b>		

You are pessimistic if your score is equal to or less than two.

You are optimistic if your score is greater than two.

## INDIVIDUALISTIC VERSUS COLLABORATIVE MINDSETS

Below are contrasting statements about individualistic and collaborative mindsets. Rate yourself on each pair as: 1 (agree strongly with left statement), 2 (agree somewhat with left statement); 3 (agree somewhat with right statement); 4 (agree strongly with right statement). Then add up your scores and divide the total by 8 to produce your average score.

I attribute much of my success to my ability to personally get the job done.	<b>1 2 3 4</b>	I attribute much of my success to my ability to collaborate with other people.
When times are tough, I depend mostly on myself.	<b>1 2 3 4</b>	When times are tough, I depend on other people.
Involving key stakeholders, and thus more people, will slow down decisions.	<b>1 2 3 4</b>	Involving key stakeholders, and thus more people, will speed up decisions.
Involving fewer, more knowledgeable people can improve the end result.	<b>1 2 3 4</b>	Involving more people in a decision can improve the end result.
When starting a new project, I think first what I have to do.	<b>1 2 3 4</b>	When starting a new project, I think first who to involve.
The judgment of an individual trumps the collective wisdom of the group.	<b>1 2 3 4</b>	The collective wisdom of a group trumps the judgment of an individual.
It's good to give decision making authority to people who know what the whole organization is doing.	<b>1 2 3 4</b>	It's good to push decision making authority down to people who are closest to the customers.
My knowledge and leadership is needed to make important decisions.	<b>1 2 3 4</b>	Important decisions can be made without my direct involvement.
<b>AVERAGE SCORE</b>		

You are individualistic if your score is equal to or less than two.

You are collaborative if your score is greater than two.