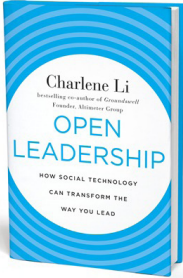


OPEN LEADERSHIP SKILLS ASSESSMENT

From the book *Open Leadership* by Charlene Li

If you prefer to use an online version of the assessment, a version is also available at <http://open-leadership.com>.



For each of the following, rate your skill on a scale from 1 (not developed at all) to 5 (highly developed and practiced skill). At the end of each section, add your scores and divide by 10 to get your average score.

DEMONSTRATING AUTHENTICITY	
I treat people with dignity and respect.	1 2 3 4 5
I seek out and listen to different points of view.	1 2 3 4 5
I make a great effort to help people feel at ease with me.	1 2 3 4 5
I make myself available to people at all levels of the organization.	1 2 3 4 5
I look for opportunities to learn more about myself.	1 2 3 4 5
I go beyond the boundaries of my organization in ways to improve.	1 2 3 4 5
I recognize my biases and make them known.	1 2 3 4 5
I actively manage how I am authentic.	1 2 3 4 5
I use social technologies effectively to communicate.	1 2 3 4 5
I ask for feedback on how I am impacting other people.	1 2 3 4 5
AUTHENTICITY SKILLS AVERAGE	

PRACTICING TRANSPARENCY	
I take the time to explain how decisions are being made.	1 2 3 4 5
I make sure everyone has a clear idea of our strategy.	1 2 3 4 5
I reach out to customers frequently via social technologies, wherever they may be.	1 2 3 4 5
I set clear goals and standards of performance.	1 2 3 4 5
I update people regularly using social technologies.	1 2 3 4 5
I take the time to make sure that everyone agrees with a decision.	1 2 3 4 5
I encourage people to share information, internally and externally.	1 2 3 4 5
I actively seek out and discourage secrecy.	1 2 3 4 5
I welcome differences in opinion.	1 2 3 4 5
I publicly admit when I am wrong.	1 2 3 4 5
TRANSPARENCY SKILLS AVERAGE	

DEVELOPING OPEN LEADERSHIP	
I identify and actively nurture potential open leaders at all levels of the organization.	1 2 3 4 5
I challenge people to try out new ways to do their work.	1 2 3 4 5
I create a support network for open leaders.	1 2 3 4 5
I train and encourage people to use open leadership skills.	1 2 3 4 5
I encourage the use of social technologies throughout the organization.	1 2 3 4 5
I encourage people to independently make decisions.	1 2 3 4 5
I make sure people's open leadership achievements are recognized.	1 2 3 4 5
I identify and remove barriers to being open.	1 2 3 4 5
I ask "What did I/we learn" when things fail.	1 2 3 4 5
I encourage people to experiment and take risks, even if failure looms large.	1 2 3 4 5
DEVELOPMENT SKILLS AVERAGE	