

CASE SELF-ASSESSMENT

Think about your behavior and consider the extent to which you agree with each statement below:

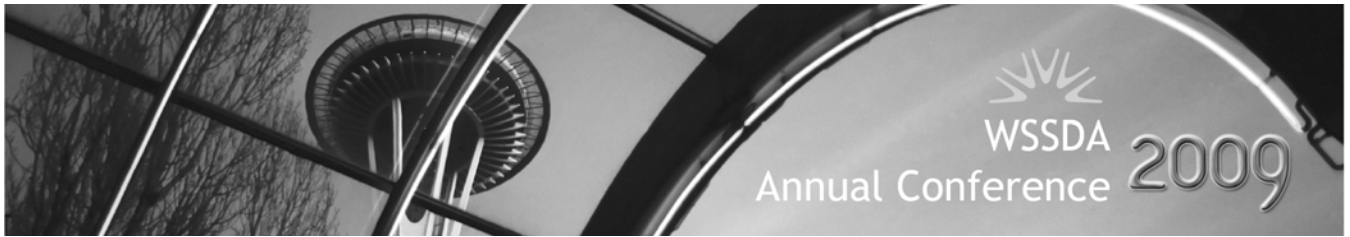
Strongly Disagree

Strongly Agree

COMMUNITY	
1. I make sure employees/constituents know they are valued members of the team.	N 3 R 0 X
2. I establish traditions that bring team members together.	N 3 R 0 X
3. I build a strong team identity without creating silos.	N 3 R 0 X
4. I build our team's strength by leveraging each person's unique talents.	N 3 R 0 X
AUTHENTICITY	
5. My actions align with my stated values.	N 3 R 0 X
6. I share personal shortcomings.	N 3 R 0 X
7. I "show up" consistently <i>and</i> appropriately in different situations.	N 3 R 0 X
8. I let myself be known on a personal level beyond title or role.	N 3 R 0 X
SIGNIFICANCE	
9. I help individuals see how their work connects to larger goals.	N 3 R 0 X
10. I often ask for – and act on – input from team members.	N 3 R 0 X
11. I recognize individuals' contributions to our team's success.	N 3 R 0 X
12. I provide specific, personalized feedback to team members on how to maximize their talents.	N 3 R 0 X
EXCITEMENT	
13. I convey my personal passion about team projects and the work we do.	N 3 R 0 X
14. I display an intensity that spurs team members to higher levels of achievement.	N 3 R 0 X
15. I celebrate significant individual and team accomplishments.	N 3 R 0 X
16. I demonstrate expert knowledge of our business/industry.	N 3 R 0 X

Scoring: Count your 4s and 5s above. Don't add them up; just count how many you have.

# of 4s and 5s	Grade
12 or more	Congratulations. Don't sit on your laurels. Leadership is a relationship that needs constant attention. You need to build your CASE every day.
7 to 11	Take a look at trends. Are you better at satisfying some needs more than others? How can you address your team's needs while driving the organization's priorities?
6 or fewer	Take stock. Are you a leader known for results but also the wreckage of burnt out employees/constituents? Are you struggling to deliver the results expected of you? Do you really want to be a leader? What's getting in the way of the leadership behaviors above? If you fail to nurture your relationship with your followers, you are more likely to fail yourself.



¹ Adapted from Goffee & Jones