

Emerging Leader Survey Questions ©
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Personal Qualities		Reverse	First Person Prompt
1	Dependability - 1		I always follow through on my commitments.
1	Dependability - 2	Yes	I am frequently late to meetings and appointments.
1	Dependability - 3		I am a very dependable person.
1	Integrity - 1		I am honest and sincere.
1	Integrity - 2	Yes	I don't always tell the truth when dealing with others.
1	Integrity - 3		I have high ethical standards.
1	Self-Awareness - 1	Yes	I don't have a lot of confidence in my abilities.
1	Self-Awareness - 2		I am aware of my personal weaknesses and shortcomings.
1	Self-Awareness - 3		I can talk about my feelings when I'm frustrated.
1	Work Ethic - 1		I am very self-disciplined.
1	Work Ethic - 2		I am a hard worker.
1	Work Ethic - 3	Yes	I often put things off until the last minute.
Interpersonal Skills			
2	Collaboration - 1		I can get along with just about anyone.
2	Collaboration - 2		I am a team player.
2	Collaboration - 3	Yes	I can be difficult to get along with.
2	Communication - 1		I communicate in a clear and understandable way.
2	Communication - 2		I listen closely when other people are talking.
2	Communication - 3		I can be very persuasive in group discussions.
2	Respect for Others - 1	Yes	I can be condescending toward others.
2	Respect for Others - 2		I treat all people with respect.
2	Respect for Others - 3		I genuinely care about others.
2	Social Awareness - 1		I am aware of other people's attitudes and feelings.
2	Social Awareness - 2		I am a good judge of character.
2	Social Awareness - 3		I am able to read people accurately.
Problem Solving Skills			
3	Problem Analysis - 1		I have excellent research skills to analyze problems effectively.
3	Problem Analysis - 2		I like to look at problems from many different angles.
3	Problem Analysis - 3	Yes	I can react prematurely before thoroughly understanding a situation.
3	Creativity - 3	Yes	I don't come up with innovative ideas very often.
3	Creativity - 1		I often suggest ideas nobody else has thought of.
3	Creativity - 2		I appreciate and value diverse perspectives.
3	Decision Making - 1		I am able to see the flaws in various opinions or ideas.
3	Decision Making - 2		I use concrete evidence and rational thinking to guide my decisions.
3	Decision Making - 3		I carefully weigh the facts before making a decision.
3	Learning Orientation -		I try to learn something from both positive and negative experiences.
3	Learning Orientation -	Yes	I have a hard time admitting mistakes.
3	Learning Orientation -		I am always learning new things.
Leadership Skills			
4	Coordination - 1	Yes	I rarely confront people when they are not doing their job.
4	Coordination - 2		I am good at organizing people on a task.
4	Coordination - 3		I am very detail-oriented when it comes to projects and tasks.
4	Encouragement - 1		I try to encourage those around me often.
4	Encouragement - 2		I publicly acknowledge the contributions of others.
4	Encouragement - 3	Yes	I don't give compliments very often.
4	Initiative - 1		I am quick to volunteer for new tasks or jobs.
4	Initiative - 2		I try to do what needs to be done without having to be told.
4	Initiative - 3		I take action when things need to get done.
4	Optimism - 1		I am a positive person.
4	Optimism - 2		I am very enthusiastic about the future.
4	Optimism - 3	Yes	I tend to complain a lot.