



THE TEST

There's no getting round the fact that things are looking dicey out there. But is your leader the type to crack under the weight of the big decisions, or do they have what it takes to lead you to glorious victory – pausing only to chomp meaningfully on a cigar and flick the odd V sign? There's only one way to find out ...



LEADERSHIP	Generally gives feedback by communicating blame or criticism and delays action on people performance problems	1 2 3 4 5	Quickly faces up to people performance issues and then puts appropriate remedial action in place to ensure targets are met
ADAPTABILITY	When their views are opposed will respond emotionally, try to dominate and push own ideas	1 2 3 4 5	Able to change their interpersonal style to match the situation and usually stays calm, rational and objective and listens to other people's ideas
PERSUASIVENESS	Often states their opinion without providing clear justification	1 2 3 4 5	Provides an analytic and structured approach in discussion and bases decisions on evidence
STRATEGY	Unaware of the need to change or only sees the problems of change	1 2 3 4 5	Seeks new ways of approaching problems by stepping back and taking a wider view of the issues
TEAMWORKING	In team discussions appears driven by their personal objectives	1 2 3 4 5	Focuses people on team goals above their own personal agenda
DELIVERY	Consistently shows erratic and inconsistent effort and works to the minimum standard	1 2 3 4 5	Ensures there are clear objectives linked to actions, shows resilience despite setbacks and is able to make progress towards objectives
PLANNING	Talks in vague generalisations about what needs to be done and their priorities are unclear or continually changing	1 2 3 4 5	Establishes clear priorities and makes timely decisions based on consideration of all important facts

