

**Resilient Leadership**

**Self-Assessment**

**DIRECTIONS**

This assessment is based on the Island Institute’s Resilient Leadership Framework and is designed for self-improvement only. It will always remain in your possession. Though you may engage in conversation with others about your reflections here, they will not be used as part of any performance assessment.

*Please indicate your honest assessment of each of the following skills by indicating the frequency with which you use each item when in a leadership position or role. Then respond to the two open-ended questions at the end of each competency.*

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| **Competency Examples** | **Almost Always** | **Usually** | **Seldom** | **I Don’t Know!** | **Not Relevant to My Role** |
| **Competency 1:  Practices Self-awareness** |
| Identify and cultivate the strengths of self and others |  |  |  |  |  |
| Ask for and adapt to feedback |  |  |  |  |  |
| Understand the consequences of our attitudes and behaviors on outcomes |  |  |  |  |  |
| Acknowledge mistakes and adjust non-productive strategies |  |  |  |  |  |
| Act ethically and with integrity |  |  |  |  |  |
| * Which of the skills named above is my greatest strength in this competency?
 |
| * Which of the skills named above could I most benefit from support to strengthen further?
 |
| **Competency 2: Develops Effective Connections and Relationships** |
| Understand the impact and necessity of controversial decision making while maintaining respectful relationships |  |  |  |  |  |
| Actively seek out and incorporate alternative points of view and input |  |  |  |  |  |
| Actively listen and seek to understand and address conflicts through empathy, diplomacy, and patience |  |  |  |  |  |
| Identifying and cultivating connections needed to reach decisions and sustain momentum |  |  |  |  |  |
| Recognize and adapt the systems that inhibit connection building  |  |  |  |  |  |
| Proactively build trust to work together effectively |  |  |  |  |  |
| * Which of the skills named above is my greatest strength in this competency?
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| **Competency Examples** | **Almost Always** | **Usually** | **Seldom** | **I Don’t Know!** | **Not Relevant** |
| **Competency 3: Communicates Effectively** |
| Foster clear and open communication through active listening, asking clarifying questions, and speaking concisely for the audience and situation  |  |  |  |  |  |
| Mitigate distractions and seek to be fully present |  |  |  |  |  |
| Understand different audiences, communication and learning styles and adapt to the context  |  |  |  |  |  |
| * Which of the skills named above is my greatest strength in this competency?
 |
| * Which of the skills named above could I most benefit from support to strengthen further?
 |
| **Competency 4: Promotes Engagement** |
| Proactively build trust to effectively work together  |  |  |  |  |  |
| Model respect and openness to others |  |  |  |  |  |
| Seeks and actively creates space for the ideas and leadership of marginalized groups |  |  |  |  |  |
| Fosters empowerment through enhancing the ability and confidence of others to effectively engage |  |  |  |  |  |
| * Which of the skills named above is my greatest strength in this competency?
 |
| * Which of the skills named above could I most benefit from support to strengthen further?
 |
| **Competency 5: Influences Change** |
| Understand that large-scale change requires strategy, courage, and the ability to bear pressure |  |  |  |  |  |
| Nurture and maintain resilient relationships to support complex change |  |  |  |  |  |
| Build partnerships to solve complex problems |  |  |  |  |  |
| Set unifying goals that emphasize cooperation and collective success |  |  |  |  |  |
| * Which of the skills named above is my greatest strength in this competency?
 |
| * Which of the skills named above could I most benefit from support to strengthen further?
 |
| **Competency 6: Navigates Systems** |
| Identify strategic allies and useful information to move an agenda forward |  |  |  |  |  |
| Maintain a focus on goals, while addressing the incremental steps to achieve them |  |  |  |  |  |
| Acknowledge objections while seeking to identify areas of consensus |  |  |  |  |  |
| Know the community, understanding the power of place, culture, and history |  |  |  |  |  |
| * Which of the skills named above is my greatest strength in this competency?
 |
| * Which of the skills named above could I most benefit from support to strengthen further?
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| **Competency Examples** | **Almost Always** | **Usually** | **Seldom** | **I Don’t Know!** | **Not Relevant** |
| **Competency 7: Innovates and Encourages Innovation** |
| Tap into community creativity and networks to discover alternative approaches and possibilities |  |  |  |  |  |
| Know when a plan needs to remain on course and when a plan needs to be adjusted |  |  |  |  |  |
| Recognize when opportunities for innovation exist and when innovation isn’t the appropriate response |  |  |  |  |  |
| Understand the conditions needed for innovation to take hold and yield results |  |  |  |  |  |
| * Which of the skills named above is my greatest strength in this competency?
 |
| * Which of the skills named above could I most benefit from support to strengthen further?
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