Reflect on the Self-Assessment

Team Leader Skills

Instructions
Consider your experience in groups and work teams while completing the following inventory. Rate yourself on each item using the following scale (circle the number that applies): 
1 = Almost never  
2 = Seldom  
3 = Sometimes  
4 = Usually  
5 = Almost always

Question: "How do I behave in team leadership situations?"

1. Facilitate communications with and among team members between team meetings.
2. Provide feedback/coaching to individual team members on their performance.
3. Encourage creative and "out-of-the-box" thinking.
4. Continue to clarify stakeholder needs/expectations.
5. Keep team members' responsibilities and activities focused within the team's objectives and goals.
6. Organize and run effective and productive team meetings.
7. Demonstrate integrity and personal commitment.
8. Have excellent persuasive and influencing skills.
9. Respect and leverage the team's cross-functional diversity.
10. Recognize and reward individual contributions to team performance.
11. Use the appropriate decision-making style for specific issues.
12. Facilitate and encourage border management with the team's key stakeholders.
13. Ensure that the team meets its commitments.
14. Bring team issues and problems to the team's attention and focus on constructive problem solving.
15. Provide a clear vision and direction for the team.

Self-Assessment Scoring
The inventory measures seven dimensions of team leadership. Add your scores for the items listed next to each dimension below to get an indication of your potential strengths and weaknesses.

1. 9 Building the Team
2. 10 Developing People
3. 11 Team Problem Solving and Decision Making
4. 12 Stakeholder Relations
5. 13 Team Performance
6. 14 Team Process
7, 8, 15 Providing Personal Leadership

Interpretation
The higher your score, the more confident you are on the particular skill and leadership capability. Consider giving this inventory to people who have worked with you in teams and have them rate you. Compare the results to your self-assessment. Also, remember it is doubtful that any one team leader is capable of exhibiting all of the skills listed. More and more, organizations are emphasizing teams that blend a variety of skills, rather than depending on the vision of the single, heroic leader figure. As long as the necessary leadership skills are represented within the membership of the team, it is more likely that the team will be healthy and achieve a high level of performance. Of course, the more skills you bring with you to team leadership situations, the better the team is likely to perform.