

Adaptive Leadership Self-Assessment

FOR INDIVIDUALS

What is the Adaptive Leadership Self-Assessment for Individuals and How Can It Help You?

While some challenges are well defined with known solutions, other challenges can be complex, persistent, or without tested solutions. Solving these challenges requires addressing different perspectives and engaging in new learning—adaptive leadership skills. Individuals working in family planning organizations can use this tool to identify their personal strengths and areas for growth in adaptive leadership skills.

Follow the steps below to complete the assessment.

- **Step 1: Decide whom to include in the assessment.** Individuals who work at any level in a family planning organization may complete the individual assessment.
- **Step 2: Individuals should complete the assessment** according to their experience with and perception of their personal abilities/responses when faced with a complex challenge and/or uncertainty. The assessment takes approximately 20 minutes to complete. Responses should be kept confidential, so that respondents can feel comfortable being candid in their responses. This assessment is not a performance appraisal, but is intended to identify individual strengths and areas for needed skills and abilities.
- **Step 3: Individuals should compile their own responses** using the Individual Adaptive Leadership Assessment Summary Results Excel file. This maintains confidentiality for each person completing the assessment.
- **Step 4: Individuals should review their own results** to identify their strengths/areas for growth and access resources that may support their personal strengthening of adaptive leadership skills.

Name of the Individual: _____

When you're filling out the sections below, think about how **YOU WORK** to address **complex challenges and/or uncertainty**. In the following questions, please rate your adaptive leadership skills. Please circle the number to express how much you agree or disagree with the following statements, where **1 = Strongly Disagree; 2 = Somewhat Disagree; 3 = Neutral; 4 = Somewhat Agree; 5 = Strongly Agree**.

CRITICAL THINKING: Ability to use logic to analyze the strengths and weaknesses of various approaches to work

	1 Strongly Disagree	2 Disagree	3 Neutral	4 Agree	5 Strongly Agree
1. I use various sources of information to assess strengths and weaknesses of approaches to my work.	1	2	3	4	5
2. I consider alternative points of view when assessing approaches to my work.	1	2	3	4	5
3. I question assumptions when considering different approaches to my work.	1	2	3	4	5
4. I explore and evaluate possible unintended consequences of various approaches before making a decision.	1	2	3	4	5
5. I make thoughtful conclusions about various approaches to my work.	1	2	3	4	5

DIVERSITY AND INCLUSION: Ability to make diverse employees, clients, and stakeholders feel valued, welcomed, integrated, and included

	1 Strongly Disagree	2 Disagree	3 Neutral	4 Agree	5 Strongly Agree
1. I respect and appreciate diverse employees, clients, and stakeholders.	1	2	3	4	5
2. I support staff representation of the client populations we serve.	1	2	3	4	5
3. I support establishing a diverse workforce through my organization's hiring and promotion practices.	1	2	3	4	5
4. I value different perspectives and am open to the ideas and views of others.	1	2	3	4	5
5. I support the inclusion of relevant stakeholders within the service system in decision making.	1	2	3	4	5
6. I seek to remove barriers to ensure that all clients can equitably access and benefit from services.	1	2	3	4	5

ACTIVE LEARNING: Ability to work with new information and grasp its implications

	1 Strongly Disagree	2 Disagree	3 Neutral	4 Agree	5 Strongly Agree
1. I learn through different situations and experiences in my work.	1	2	3	4	5
2. I extract lessons from successes and failures.	1	2	3	4	5
3. When I learn something important, I share it with others at work so that we continuously learn from one another.	1	2	3	4	5
4. I apply new relevant information regularly to my work.	1	2	3	4	5

JUDGMENT AND DECISION MAKING: Ability to select an appropriate course of action among several alternative possibilities

	1 Strongly Disagree	2 Disagree	3 Neutral	4 Agree	5 Strongly Agree
1. I analyze possible actions and their consequences to select the most appropriate action.	1	2	3	4	5
2. I utilize different tools and methods to choose the most appropriate option.	1	2	3	4	5
3. I am able to focus on the necessary criteria to make a decision.	1	2	3	4	5
4. I prioritize options in order to make a decision.	1	2	3	4	5
5. I update decisions as needed when circumstances change.	1	2	3	4	5

PROBLEM-SOLVING: Ability to define and determine the cause of the problem; identify, prioritize, and implement a solution

	1 Strongly Disagree	2 Disagree	3 Neutral	4 Agree	5 Strongly Agree
1. I clearly and explicitly state what problem I am working on.	1	2	3	4	5
2. I gather as much information as I can about the problem and its underlying causes before trying to solve it.	1	2	3	4	5
3. I use different methods for understanding a complex problem.	1	2	3	4	5
4. I have techniques to develop creative and innovative solutions to complex problems.	1	2	3	4	5
5. I generate several potential solutions to a complex problem, instead of only identifying one obvious solution.	1	2	3	4	5

RESILIENCE: Ability to adapt to adverse conditions, such as negative change, trauma, tragedy, threats, or significant sources of stress, while maintaining a sense of purpose, balance, and positive mental and physical well-being

	1 Strongly Disagree	2 Disagree	3 Neutral	4 Agree	5 Strongly Agree
1. I remain calm in the face of challenging situations.	1	2	3	4	5
2. I make time to take care of myself during periods of difficulty.	1	2	3	4	5
3. I use my inner strengths and outer resources to overcome adversity and to thrive.	1	2	3	4	5
4. I work effectively under stressful conditions.	1	2	3	4	5
5. I reorganize my work to adapt to uncertain or unpredictable situations.	1	2	3	4	5

SELF-AWARENESS/SELF-REFLECTION: Ability to examine the impact of personal values, beliefs, styles of communication, and experiences on day-to-day work, learning, and future action

	1 Strongly Disagree	2 Disagree	3 Neutral	4 Agree	5 Strongly Agree
1. I understand how my personal beliefs and values affect my work.	1	2	3	4	5
2. My thoughts, feelings, behaviors, and goals align with my actions in my work.	1	2	3	4	5
3. I recognize how my ways of communicating affect others in my work.	1	2	3	4	5
4. I reflect on my experiences to apply what I learn to the future.	1	2	3	4	5

EMOTIONAL INTELLIGENCE: Ability to distinguish emotions and use the information to guide thinking and behavior

	1 Strongly Disagree	2 Disagree	3 Neutral	4 Agree	5 Strongly Agree
1. I am aware of how different emotions can impact thinking.	1	2	3	4	5
2. I am aware of how my feelings affect how I interact with others.	1	2	3	4	5
3. Others' emotional cues (e.g., body language, language tone) inform my actions.	1	2	3	4	5
4. I can express my feelings in a way that is sensitive to the feelings of others.	1	2	3	4	5
5. I respond appropriately to others' emotions.	1	2	3	4	5

INITIATING: Ability to take the lead introducing a new way of work, challenging the status quo, and encouraging others to do so

	1 Strongly Disagree	2 Disagree	3 Neutral	4 Agree	5 Strongly Agree
1. I generate ideas for new ways of work.	1	2	3	4	5
2. I propose new ways of work.	1	2	3	4	5
3. I help people consider new ways of work.	1	2	3	4	5
4. I question familiar work routines to identify better ways to accomplish tasks and goals.	1	2	3	4	5