



APPLIED VISION WORKS

One Vision. One Voice. Unlimited Success.

The Leadership Challenge Scorecard

To help you clearly understand your current situation, complete *The Leadership Challenge™ Scorecard*. Rate your answers from 1(low) to 10(high) for each category. Check the appropriate number for each item. Speak to one of our Session Facilitators to understand the significance of your score.

	Definition of a "1"	1	2	3	4	5	6	7	8	9	10	Definition of a "10"
A.	The people I lead do not seem to have much passion in working to accomplish strategic goals	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	I engage emotionally with the people I lead on a regular basis and they enthusiastically accomplish strategic goals
B.	The people I lead seem to be stagnant in terms of results produced	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The people I lead continue improving performance so it is easy to promote them
C.	The people I lead are very poor leaders	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The people I lead have followers and emotionally engage them to get increasingly better results
D.	I do not understand the strengths and weaknesses of the people I lead	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	I regularly discuss with those I lead their strengths and weaknesses and set goals to work on with them
E.	The people I lead are unclear on what their audience really thinks and feels about them	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	At least annually I do a true leadership assessment for each of our leaders
F.	We have lots of negative conflict or no conflict at all	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	As a team, we regularly engage in spirited debate on how to accomplish our long term goals and then take action to achieve them
G.	When a decision is made, we always seem to resort to old behavior and previous results	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	When a decision is made, we commit and pursue the result with passion and stay in alignment
H.	What we become will be whatever it is by accident	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We have a clear picture of the future we are creating and who we are designing ourselves to become
I.	If I change the direction of where we are headed, I do not believe the people I lead will follow	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	I am confident that the people I lead would follow me in a new direction
	ADD COLUMN TOTALS											YOUR SCORE ___ / 90