

Leadership
Self-Assessment

Instructions: The self-assessment is designed to determine your understanding of the information presented in this module. After reading the material answer the following questions. Use the scoring key at the end to gauge your understanding of the topic.

Visionary Leadership

True or False:

- _____ 1. Characteristics of a good leader include self-confidence, flexibility, and respectability.
- _____ 2. A good leader is aggressive.
- _____ 3. Assertiveness involves manipulation to achieve goals.

4. A team vision is made up of what three elements? (3 points)

True or False:

- _____ 5. Characteristics of effective teams include clearly defined roles and processes and a shared purpose.
- _____ 6. Effective teams share information and learn from mistakes.
- _____ 7. Leaders are people who are visionaries and are in control of their lives.
- _____ 8. A task strategy tells you what you do not have that you want.
- _____ 9. Mission refers to the principles and values observed to obtain the vision.
- _____ 10. The mission welds the organization into a team.
- _____ 11. A plan of action provides the steps to the endpoint.

- _____ 12. A plan of action should be devised by an executive committee member in conjunction with organization members.
- _____ 13. A good leader pursues his or her own vision without regard for the community.
- _____ 14. Accepting responsibility when things go wrong is part of being a good leader.

Leadership

15. List 3 types of leadership. (3 points)

Match the type of leadership in the right-hand column with the appropriate descriptions in the left-hand column. (Note: types of leadership can be used more than once.)

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| _____ 16. Members interests are represented by committees or task forces | A. Dictatorship |
| _____ 17. Members participate in decision-making | B. Laissez faire |
| _____ 18. Everyone does things his or her own way | C. Democratic |
| _____ 19. Lack of transparency, accountability and accessibility | |
| _____ 20. No clear or common vision | |
| _____ 21. Promotes no sense of ownership | |

True or False:

- _____ 22. When a vision is in place, all members of an organization work toward achieving it.
- _____ 23. Involving people in deciding how to achieve a vision is likely to create confusion.
- _____ 24. To be service-oriented, a leader must carry his or her workload and that of others in the organization.

- _____ 41. In determining the development level of a subordinate, the manager's opinion takes precedence over the subordinate's opinion.
- _____ 42. Before introducing situational leadership, it is important to explain the concept to members.

Scoring Key

Give yourself 1 point for each correct answer then fill in your total score below.

(1) True; (2) False; (3) False; (4) Purpose, values, task strategy; (5) True; (6) True; (7) True; (8) False; (9) True; (10) False; (11) True; (12) True; (13) False; (14) True; (15) Dictatorship, democratic, laissez faire (16) A; (17) C; (18) B; (19) A; (20) B; (21) A; (22) True; (23) False; (24) True; (25) False; (26) True; (27) True; (28) B; (29) A; (30) A; (31) B; (32) A; (33) B; (34) True; (35) True; (36) False; (37) True; (38) True; (39) False; (40) True; (41) False; (42) True.

TOTAL SCORE: _____
(Number of correct answers)

Interpret your score:

- 41-46 points: You have a good to excellent understanding of the material.
- 37-40 points: You have a good understanding of the material but should review the information related to the questions that you answered incorrectly.
- 32-37 points: You have an average understanding of the material and should carefully re-read the sections that contain the questions you answered incorrectly.
- ≤31 points: You have an inadequate understanding of the material. Repeat this module before proceeding.

NOTE: The material in this module is intended to provide general principles and guidelines for those working in NGOs and CBOs. To be effective, the reader must also understand national and local rules, regulations, customs and practices that pertain to his or her specific organization.