



# Leadership Ownership Questionnaire - Do You...

Name

Occasionally

Frequently

It's a Habit

## Leadership Mindset

1. ...Frame your conversations in the outcomes? (the language of achievement)
2. ...Ask your people for the milestones of the outcomes you ask them to achieve?
3. ...Outline to everyone the clear outcomes to be achieved for all your meetings?
4. ...Constantly communicate a clear picture of success and the WHY to your people?
5. ...Focus on the conditions that enable your people to create the team's success?
6. ...Take action on your non-enjoyable activities at the beginning of your day?
7. ...Personalize the WHY for your people by linking it to their own personal WHY?
8. ...Use more PULL (WHY) power than PUSH (Position) power to lead your people?
9. ...Make it a priority to create & reinforce the GLUE (collaboration) for your team?

## Leading Yourself

1. ...Invest in reflection time in order to understand how to improve your behaviors?
2. ...Remind yourself that you are the role model for your team's behavior/culture?
3. ...Constantly request feedback in order to drive your personal development faster?
4. ...Surround yourself with people having different skills and personalities?
5. ...Embrace the differences in others and fully listen to different opinions of others?
6. ...Determine your attitude ahead of time in everything you do?
7. ...Feel responsible to your people versus responsible for your people?
8. ...Live each day according to the equation DO = SAY?
9. ...Invest time to create and maintain your focus on the important (for you team)?

## Influencing Others

1. ...Invest more time with your key people than you do with others?
2. ...Challenge your people to solve the problem before bringing it to you?
3. ...Delegate outcomes to your people? (versus just activities)
4. ...Ask more questions than give answers to your people when they contact you?
5. ...Focus on the outcome of communication and achieving the right feeling in others?
6. ...Invest the time to truly listen to others? (practicing strategic patience)
7. ...Use stories & examples to communicate your data/key messages to others?
8. ...Remind yourself to be consistently different and adapt your approach to others?
9. ...Follow-up to reinforce the right behavior in others after your communications?

## Driving Performance

1. ...and your team discuss your shared principles, values and ways of working?
2. ...Make the shared team outcomes visible both inside and outside the team?
3. ...Decide up front how key decisions will be made and inform the team?
4. ...Create positive peer pressure in the team to drive accountability/performance?
5. ...Create interdependence, with people needing to help each other for their success?
6. ...Embrace conflict versus avoid it and use peer pressure to help uncover it?
7. ...Create measurement/reporting systems where poor performance cannot hide?
8. ...Build the relationships with your key stakeholders before you need them?
9. ...Capture stakeholders' exact words in order to use in future communications?

## Your Notes
