

Are you a commitment leader?

Questionnaire (Scale: 1 = Not true at all, 5 = Very true)

1. My employees know the organizational plan and have had an opportunity to match their passions, talents and strengths to it.
2. I know how my employees perceive the organization's brand image.
3. For each of my employees, I know the personal values that the company's mission enables them to promote.
4. I know my employees' strengths and main passions.
5. I take advantage of the performance appraisal interviews to know my employees better and solicit their opinions.
6. For each of my employees, I have determined a personal "relational key."
7. I am thoroughly familiar with my organization and how its key functions interrelate.
8. I give the members of my team concrete examples of their contributions' impact on the organization's overall success.
9. I invite the members of my team to propose performance improvement projects.
10. I give "learning" assignments that enable my employees to acquire new skills and abilities.
11. I encourage employees who have successfully completed a project or resolved a problem in an innovative manner to share what they have learned.
12. My employees have personal development plans that are aligned with their passions.

Analysis of the Results

Add up the scores for each of the questions and write the total here: ____ /60 points.

Less than 20 points: Your commitment leadership skills are not very strong at present. You would do well to focus on some of the key gestures covered in the questionnaire and adopt a strategy that will enable you to develop your ability to become a commitment leader.

20 to 40 points: Your efforts to become a commitment leader appear to be bearing fruit. Pay particular attention to the aspects that you scored the lowest and focus on improving those that are practical for you and seem to represent the best drivers for increasing your ability to elicit commitment from your team members.

Over 40 points: You already demonstrate many of the key competencies of a commitment leader. Still, take the time to make sure that you are fully utilizing all possible drivers to obtain super contributions from your employees.