

LEADERSHIP AGILITY, INNOVATION & HEALTHY RISK TAKING ASSESSMENT

Instructions

In today's world, effective leadership demands more than just traditional management skills. It requires agility, innovation, and a willingness to embrace healthy risk-taking. This assessment is designed to help you evaluate your proficiency in these crucial areas and identify opportunities for growth and development. Embracing these qualities is essential for driving success and fostering a culture of growth and innovation within your organization.

Answer the below questions with the 5-point scale and choose the rating you agree with most for each question. Calculate your total score.

5=Strongly Agree
4=Somewhat Agree
3=Neutral
2=Somewhat Disagree
1=Strongly Disagree

1. I am open about my strengths and weaknesses as a leader and I am comfortable admitting my mistakes and learning from them.

| | | | | |
|---------------------|---------------------|-----------|------------------|------------------|
| 1 Strongly Disagree | 2 Somewhat Disagree | 3 Neutral | 4 Somewhat Agree | 5 Strongly Agree |
|---------------------|---------------------|-----------|------------------|------------------|

2. Before making a significant decision or trying something new, I visualize a successful outcome.

| | | | | |
|---------------------|---------------------|-----------|------------------|------------------|
| 1 Strongly Disagree | 2 Somewhat Disagree | 3 Neutral | 4 Somewhat Agree | 5 Strongly Agree |
|---------------------|---------------------|-----------|------------------|------------------|

3. I actively seek out challenges and opportunities that push me outside of my comfort zone.

| | | | | |
|---------------------|---------------------|-----------|------------------|------------------|
| 1 Strongly Disagree | 2 Somewhat Disagree | 3 Neutral | 4 Somewhat Agree | 5 Strongly Agree |
|---------------------|---------------------|-----------|------------------|------------------|

4. I lead by example when it comes to taking calculated risks.

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|---------------------|---------------------|-----------|------------------|------------------|
| 1 Strongly Disagree | 2 Somewhat Disagree | 3 Neutral | 4 Somewhat Agree | 5 Strongly Agree |
|---------------------|---------------------|-----------|------------------|------------------|

5. I recognize and celebrate individuals or teams that demonstrate courage and innovation.

| | | | | |
|---------------------|---------------------|-----------|------------------|------------------|
| 1 Strongly Disagree | 2 Somewhat Disagree | 3 Neutral | 4 Somewhat Agree | 5 Strongly Agree |
|---------------------|---------------------|-----------|------------------|------------------|

6. I share personal stories and experiences with my team to build trust and connection.

| | | | | |
|---------------------|---------------------|-----------|------------------|------------------|
| 1 Strongly Disagree | 2 Somewhat Disagree | 3 Neutral | 4 Somewhat Agree | 5 Strongly Agree |
|---------------------|---------------------|-----------|------------------|------------------|

7. I regularly set specific goals for myself that require courage and risk-taking.

| | | | | |
|---------------------|---------------------|-----------|------------------|------------------|
| 1 Strongly Disagree | 2 Somewhat Disagree | 3 Neutral | 4 Somewhat Agree | 5 Strongly Agree |
|---------------------|---------------------|-----------|------------------|------------------|

8. I am willing to take on new roles or responsibilities that may be unfamiliar or uncomfortable.

| | | | | |
|---------------------|---------------------|-----------|------------------|------------------|
| 1 Strongly Disagree | 2 Somewhat Disagree | 3 Neutral | 4 Somewhat Agree | 5 Strongly Agree |
|---------------------|---------------------|-----------|------------------|------------------|

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9. I regularly seek feedback on areas where I can improve and grow.

1 Strongly Disagree

2 Somewhat Disagree

3 Neutral

4 Somewhat Agree

5 Strongly Agree

10. I help my team members set and pursue bravery goals in their professional development.

1 Strongly Disagree

2 Somewhat Disagree

3 Neutral

4 Somewhat Agree

5 Strongly Agree

11. I actively evaluate what's working and what's not and empower myself to make changes in a positive direction.

1 Strongly Disagree

2 Somewhat Disagree

3 Neutral

4 Somewhat Agree

5 Strongly Agree

12. I foster an environment where challenging the status quo and contrarian opinions and ideas are encouraged and celebrated.

1 Strongly Disagree

2 Somewhat Disagree

3 Neutral

4 Somewhat Agree

5 Strongly Agree

13. I am committed to fostering a culture of leadership agility, innovation, and healthy risk-taking in my organization.

1 Strongly Disagree

2 Somewhat Disagree

3 Neutral

4 Somewhat Agree

5 Strongly Agree

14. I encourage my team to embrace change and view it as an opportunity for growth.

1 Strongly Disagree

2 Somewhat Disagree

3 Neutral

4 Somewhat Agree

5 Strongly Agree

15. I support team members when they face challenges or setbacks, encouraging them to persevere.

1 Strongly Disagree

2 Somewhat Disagree

3 Neutral

4 Somewhat Agree

5 Strongly Agree

16. I encourage my team members to be honest and open about their thoughts and feelings.

1 Strongly Disagree

2 Somewhat Disagree

3 Neutral

4 Somewhat Agree

5 Strongly Agree

17. In addition to research and strategy, I encourage my team to have a positive mindset to influence the success of our endeavors.

1 Strongly Disagree

2 Somewhat Disagree

3 Neutral

4 Somewhat Agree

5 Strongly Agree

Answer Key

Calculate your total score from the questions above and find the corresponding category.

Score: 70-85 Master of the Mission

You are a remarkable leader who has mastered the art of innovation and possesses an innate ability to navigate the terrain of healthy risk-taking with finesse. Your innovative process is truly exceptional, driven by an unwavering commitment to staying at the forefront of your field. You have an uncanny knack for identifying opportunities and are unafraid to challenge the status quo, always pushing boundaries. What sets you apart is your ability to take calculated risks, informed by a deep understanding of their domain and a keen sense of timing. You possess the rare talent of turning ideas into reality while maintaining a steady hand on the helm, inspiring your team to embrace innovation and take bold but well-considered leaps into the future.

Score: 50-69 Navigator of Growth

You are a leader who is in the midst of a transformative journey, striving to become a master of innovation and adept at taking healthy risks. You recognize that to truly excel in your role, you must cultivate a mindset of continuous learning. One essential tip for your journey is to "Embrace Failure as a Stepping Stone." Rather than fearing setbacks, this leader sees them as valuable learning opportunities. By viewing failures not as roadblocks but as necessary steps on the path to success, you will remain resilient and open to taking calculated risks. This mindset shift empowers you to iterate, adapt, and ultimately become a truly innovative and risk-savvy leader.

Score: Less than 49 Leadership Trailblazer

learning how to foster innovation and take healthy risks within their organization. To enhance your innovative process and risk-taking abilities, utilize these two tips:

1. **Embrace a Culture of Experimentation:** Be a leader that encourages their team to experiment and explore new ideas without fear of failure. By creating an environment where mistakes are seen as valuable learning experiences, you can promote a culture of innovation. Encouraging small-scale experiments and providing the necessary resources and support for these initiatives allows for low-risk testing of novel concepts, which can ultimately lead to groundbreaking innovations.

2. **Seek Diverse Perspectives:** Our leader should actively seek input from a diverse range of team members and stakeholders. Different perspectives can help identify potential risks and uncover innovative solutions that might have otherwise been overlooked. By fostering an inclusive environment where everyone's voice is valued, they can tap into a wealth of ideas and insights that can drive innovation and informed risk-taking. Encouraging open and honest dialogue within the team can help harness this diversity of thought effectively.

Answer Key Continued

This assessment encompasses five key categories: Be Authentic & Vulnerable, Work to Expand Your Comfort Zone, Create a Culture of Bravery, Rehearse a Positive Outcome and Set Bravery Goals.

Be Authentic & Be Vulnerable (Questions 1, 6 & 16): I am open about my strengths and weaknesses as a leader and am comfortable admitting my mistakes and learning from them. I share personal stories and experiences with my team to build trust and connection. I encourage my team members to be honest and open about their thoughts and feelings.

Work to Expand Your Comfort Zone (Questions 3, 8, 9 & 14): I actively seek out challenges and opportunities that push me outside my comfort zone. I am willing to take on new roles or responsibilities that may be unfamiliar or uncomfortable. I regularly seek feedback on areas where I can improve and grow. I encourage my team to embrace change and view it as an opportunity for growth.

Creating a Culture of Bravery (Questions 4, 5, 12 & 15): I lead by example when it comes to taking calculated risks. I recognize and celebrate individuals or teams that demonstrate courage and innovation. I foster an environment where challenging the status quo and contrarian opinions and ideas are encouraged and celebrated. I support team members when they face challenges or setbacks, encouraging them to persevere.

Rehearse a Positive Outcome (Question 2, 11 & 17): Before making a significant decision or trying something new, I visualize a successful outcome. I actively evaluate what's working and what's not and empower myself to make changes in a positive direction. In addition to research and strategy, I encourage my team to have a positive mindset to influence the success of our endeavors.

Set Bravery Goals (Question 7, 10 & 13): I regularly set specific goals for myself that require courage and risk-taking. I help my team members set and pursue bravery goals in their professional development. I am committed to fostering a culture of leadership agility, innovation, and healthy risk-taking in my organization.