Transformational Leader Personal Skills Assessment

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| **Create a Shared Vision** |  |  |  |  |
| As a leader of volunteers in my organization, I: | Never | Rarely | Often | Always |
| Work to create a compelling vision of volunteer engagement for my organization and volunteers. |  |  |  |  |
| Speak with conviction about the vision of volunteer engagement and the value of volunteers. |  |  |  |  |
| Understand the trends influencing the future of my organization and the future of volunteer engagement. |  |  |  |  |
| Work to help others see the ‘big picture’ with regards to the work of volunteers and the impact they make in my organization. |  |  |  |  |
| Invite and encourage others to contribute to the vision and shape the ‘dream’ for volunteer engagement. |  |  |  |  |
| Ensure that all participants and stakeholders understand how they benefit from this vision of volunteer engagement. |  |  |  |  |
| Solicit feedback on how well this vision aligns with the changing trends or needs of my organization. |  |  |  |  |

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| **Enable Others to Act** |  |  |  |  |
| As a leader of volunteers in my organization, I: | Never | Rarely | Often | Always |
| Model appropriate interactions by treating everyone with dignity and respect, and listen to different points of view. |  |  |  |  |
| Strive to build and create cooperative relationships. |  |  |  |  |
| Involve stakeholders in decisions that impact or affect their work or ability to successfully complete it. |  |  |  |  |
| Help volunteers and those working with them to identify their strengths and areas to build skills. |  |  |  |  |
| Provide learning opportunities, training, or professional development to help volunteers and those working with them to continue to build skills. |  |  |  |  |
| Allow and encourage freedom, choice, and creativity in how others do their work. |  |  |  |  |

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| **Challenge the Process** |  |  |  |  |
| As a leader of volunteers in my organization, I: | Never | Rarely | Often | Always |
| Challenge myself and others to try new processes or build new skills. |  |  |  |  |
| Take initiative in anticipating and responding to challenges or changes. |  |  |  |  |
| Ask ‘what can we learn’ when we fail or when things don’t go as anticipated. |  |  |  |  |
| Strive to find the best way by asking ‘how can we do this better?’ |  |  |  |  |
| Create small, winnable milestones to keep others motivated and projects moving forward. |  |  |  |  |

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| **Model the Way** |  |  |  |  |
| As a leader of volunteers in my organization, I: | Never | Rarely | Often | Always |
| Set a personal example of how others should behave, and ensure that my language and actions support and value volunteers and volunteer engagement. |  |  |  |  |
| Build consensus to create a set of norms and values around working with volunteers and volunteer engagement. |  |  |  |  |
| Have a clear philosophy on volunteer engagement and I share it with others in my organization. |  |  |  |  |
| Ensure that volunteers, and those that work with volunteers, follow the standards and practices around volunteer engagement and interacting with volunteers. |  |  |  |  |
| Follow through on promises and commitments. I don’t make promises I know I can’t keep. |  |  |  |  |
| Ask for feedback on my actions impact or affect the work and productivity of others. |  |  |  |  |

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| **Encourage the Heart** |  |  |  |  |
| As a leader of volunteers in my organization, I: | Never | Rarely | Often | Always |
| Recognize and praise the good work of volunteers and those that work with volunteers. |  |  |  |  |
| Share the confidence I have in volunteers, and those that work with volunteers, to do a good job or complete a task or assignment. |  |  |  |  |
| Recognize the work of volunteers, and those that work with volunteers, in creative and meaningful ways. |  |  |  |  |
| Publicly recognize accomplishments, milestones, or good work of volunteers and those that work with volunteers. |  |  |  |  |
| Follow through on promises and commitments. I don’t make promises I know I can’t keep. |  |  |  |  |
| Discover and share success stories to motivate and encourage volunteers, and those that work with volunteers. |  |  |  |  |
| Attend and participate in celebrations and recognition of the work of volunteers, and those that work with volunteers. |  |  |  |  |