

# FISH! For Leaders Assessments



These assessments provide a snapshot of how well you are practicing behaviors essential to strengthening relationships with the people you lead.

One assessment measures how **you** think you are doing in these areas; the other tells you how your **team** thinks you are doing.

Take the self-assessment before your first FISH! For Leaders program, then again after completing your sessions to see where you have made changes.

Send the team assessment to between 5 and 10 of your team members and compare their answers with your own. Let your team know their honesty is needed for you to improve. To ensure anonymity, have someone else collect the results.

This information increases the self-awareness you need to consistently be the leader you want to be, and narrows any gaps between how you see yourself and how others perceive you. It also gives you an idea of what to work on during your FISH! For Leaders sessions.

# FISH! For Leaders Assessments



Use the following scale to respond to each statement.

- 1** – Strongly Disagree      **2** – Disagree      **3** – Somewhat Disagree      **4** – Don't Know  
**5** – Somewhat Agree      **6** – Agree      **7** – Strongly Agree

LEADER SELF-ASSESSMENT	
1. My team members and I work as partners	1 2 3 4 5 6 7
2. I am conscious of the impact I have on my team	1 2 3 4 5 6 7
3. I rarely use positional power or coercion to move my team toward a goal	1 2 3 4 5 6 7
4. I am consistently available for my team	1 2 3 4 5 6 7
5. I am emotionally available for my team members	1 2 3 4 5 6 7
6. I trust my team	1 2 3 4 5 6 7
7. My team trusts me	1 2 3 4 5 6 7
8. I am not easily distracted when I listen	1 2 3 4 5 6 7
9. I work hard to understand the perspectives of others	1 2 3 4 5 6 7
10. I know my team members well	1 2 3 4 5 6 7
11. My team knows me well	1 2 3 4 5 6 7
12. I am not afraid to be myself—to be authentic—at work	1 2 3 4 5 6 7
13. I encourage an environment of playfulness	1 2 3 4 5 6 7
14. I create an emotionally safe environment that promotes new ideas	1 2 3 4 5 6 7
15. I find ways to play at work	1 2 3 4 5 6 7
16. I learn from mistakes (mine or others')	1 2 3 4 5 6 7
17. I believe in and value my team	1 2 3 4 5 6 7
18. My team members know how much I appreciate them	1 2 3 4 5 6 7
19. I am open to new ideas from my team	1 2 3 4 5 6 7
20. I focus on what's going right versus what's going wrong	1 2 3 4 5 6 7
21. I actively work to help my team members grow personally and professionally	1 2 3 4 5 6 7



<b>LEADER SELF-ASSESSMENT</b> (continued)							
22. I have a positive attitude at work	1	2	3	4	5	6	7
23. Other people affect my attitude at work	1	2	3	4	5	6	7
24. I react to crises and pressure in a way that my team members respect	1	2	3	4	5	6	7
25. I demonstrate the attitude I would like others to have	1	2	3	4	5	6	7
26. I consistently live out my beliefs and values	1	2	3	4	5	6	7
27a. I know who I want to be as a person and as a leader	1	2	3	4	5	6	7
27b. I share who I want to be as a leader with my team members	1	2	3	4	5	6	7
28. I ask my team to tell me when I am not being consistent with who I want to be	1	2	3	4	5	6	7
29. I am open to coaching from my team members	1	2	3	4	5	6	7
30. My team members are comfortable giving me coaching	1	2	3	4	5	6	7
31. I am a helpful, supportive coach to my team members	1	2	3	4	5	6	7
32. I care about the people I work with	1	2	3	4	5	6	7

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Use the following scale to respond to each statement.

- 1 – Strongly Disagree      2 – Disagree      3 – Somewhat Disagree      4 – Don't Know  
 5 – Somewhat Agree      6 – Agree      7 – Strongly Agree

TEAM ASSESSMENT OF THE LEADER							
1. Your leader works well with you as a partner	1	2	3	4	5	6	7
2. Your leader is conscious of the impact they have on you	1	2	3	4	5	6	7
3. They rarely use positional power or coercion to move the team toward a goal	1	2	3	4	5	6	7
4. Your leader is consistently available for the team	1	2	3	4	5	6	7
5. Your leader is emotionally available for team members	1	2	3	4	5	6	7
6. Your leader trusts your team	1	2	3	4	5	6	7
7. You trust your leader	1	2	3	4	5	6	7
8. They are not easily distracted when they listen	1	2	3	4	5	6	7
9. They work hard to understand the perspectives of others	1	2	3	4	5	6	7
10. They know you well	1	2	3	4	5	6	7
11. You know your leader well	1	2	3	4	5	6	7
12. They are not afraid to be themselves—to be authentic—at work	1	2	3	4	5	6	7
13. Your leader encourages an environment of playfulness	1	2	3	4	5	6	7
14. Your leader promotes new ideas by creating an emotionally safe environment	1	2	3	4	5	6	7
15. Your leader finds ways to play at work	1	2	3	4	5	6	7
16. They learn from mistakes (theirs or others')	1	2	3	4	5	6	7
17. Your leader believes in your team	1	2	3	4	5	6	7
18. Your leader shows appreciation for your team	1	2	3	4	5	6	7
19. They are open to new ideas	1	2	3	4	5	6	7
20. Your leader focuses on what is going right rather than what is wrong	1	2	3	4	5	6	7
21. Your leader helps you grow personally and professionally	1	2	3	4	5	6	7



<b>TEAM ASSESSMENT OF THE LEADER</b> (continued)							
22. Your leader consistently displays a positive attitude at work	1	2	3	4	5	6	7
23. Their attitude is affected by those around them	1	2	3	4	5	6	7
24. You respect your leader for how they react to crises and pressure	1	2	3	4	5	6	7
25. Your leader demonstrates the kind of attitude you would like to have	1	2	3	4	5	6	7
26. Your leader consistently lives out their beliefs and values	1	2	3	4	5	6	7
27. They share with you who they want to be as a leader	1	2	3	4	5	6	7
28. Your leader has given you permission to tell them when they are not consistent with how they say they want to lead	1	2	3	4	5	6	7
29. Your leader is open to coaching from you	1	2	3	4	5	6	7
30. You are comfortable coaching your leader	1	2	3	4	5	6	7
31. Your leader helps and supports you by coaching you	1	2	3	4	5	6	7
32. Your leader cares about you and your team	1	2	3	4	5	6	7