



Leadership Readiness Index: A Self-Evaluation for Embracing Change

Scale: Very Willing (5), Willing (4) Somewhat Willing (3), Not Sure (2), Not Willing (1)

How willing are you to commit to....

COURAGE	Score
1. Communicate to others what you are working on to improve as a leader?	
2. Ask others for personal feedback/suggestions regarding your own behavior?	
3. Avoid procrastination or waiting for a better time to try out new behaviors?	
4. Honestly look at what behaviors you would benefit from stopping, starting, or changing?	
HUMILITY	Score
5. Ask others to “help you” while working on your personal growth as a leader?	
6. Truly “listen” to feedback and suggestions about your leadership?	
7. Show genuine appreciation for feedback/suggestions on your leadership by saying “Thank You”	
8. Keep your “ego” from getting in the way as you work to improve your leadership skills.	
DISCIPLINE	Score
9. Stick to a monthly routine of following up with others you asked to support you as you develop new behaviors?	
10. Refrain from any defensive reactions when others point out what have not done well or what you could do better (i.e., making excuses, getting angry, disagreeing)?	
11. Spend the needed time to change a behavior, even if it is not comfortable for you?	
12. Spend a few minutes every day reviewing a checklist of actions you are implementing from your plan to improve?	



If you score a 3 or below on any question:

1. Read Marshall's article from FastCompany: "To Help Others Start with Yourself." After reading ask yourself this question: *If this is good for Michael Dell and Steve Sanger, why not for me?*
2. Read Marshall's FastCompany article: "Leave it in the Stream." After reading ask yourself: *If I focused more on the future (and feedforward) would it be easier to ASK?*
3. Read Marshall's article from BusinessWeek.com: "Demonstrating the Entrepreneurial Spirit." After reading ask yourself this question: *How many of the eight suggestions would help you be more entrepreneurial about your own development as a leader?*
4. Read the List of 20 Unrecognizable Habit from Marshall's best-selling book: "What Got You Here Won't Get You There.*" Think about these habits and what the opposite of them look like while asking yourself the question: *Is there anything here I should work on to improve as a leader?*
5. Read Marshall's FastCompany Article: "How to Learn the Truth About Yourself." After reading ask yourself: *Whom should I be asking for help about my personal behavior?*
6. Read Marshall's FastCompany article: "Avoiding the Superstition Trap." After reading ask yourself the question: *Am I a lot like Harry?*
7. Read the Wall Street Journal article: "Thank You, No Thank You." After reading ask yourself the question: *Where can I try out some gratitude and reflect what it does to ME?*
8. Read the one page from Benjamin Franklin's autobiography: "Ben Franklin Quote.*" After reading ask yourself: *Will I be more like the "new Ben" or am I going to stay more like the "old Ben?"*
9. Read Marshall's FastCompany article: "Becoming a Soft Side Accountant." After reading ask yourself: *How can implement what Marshall did with his children as it relates to my leadership?*
10. Read Marshall's Huffington Post article: "Who Are You, Really?" After reading ask yourself: *Am I holding onto my defensiveness because I think if I change it just won't be me?*
11. Read Marshall's FastCompany article: "Don't Just Check the Box." After reading ask yourself: *Am I willing to do all it takes to improve, or simply get off to a good start and then quit?*
12. Read Marshall's article from Talent Management Magazine: "Questions that Make a Difference Every Day." After reading ask yourself the question: *Who is my friend?*

These articles can be found in the Free Resources at Marshall Goldsmith's website www.marshallgoldsmithlibrary.com Go to the bottom of the page and click on the link to access the library.