



Once you have completed the worksheet above, the ideal starting point is the leadership behavior which received 3 checkmarks, indicating it is a preference, a competence, and fills an organization need. If you have more than one behavior with the score of “3,” go with the behavior for which you have the most passion. Whichever you choose will be beneficial to your leadership effectiveness.

## Next Steps

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- 1. Get input from others.** Solicit specific ideas from others for how you can utilize the chosen behavior to positively impact your team or organization. You may also want to seek opinions on which of your top five behaviors would make the most difference.
- 2. Take action.** Identify 1–2 specific new actions that display the strength you seek to develop. Take small steps forward that you can practice with consistency.
- 3. Ask for feedback.** Make a habit of asking those around you for feedback. Ask if others see you making progress, and even more importantly, if they don’t see you making progress.

**Currently this instrument is in open beta testing. We invite you to share this survey with your network.**

**[Click here](#) if you would like to play a larger role in our beta test by providing feedback on alternate versions of action planning tools, participating in focus groups (virtual or survey), and receiving the latest insights from our research using this instrument.**