Conflict Resolution in Leadership

Turning Tension into Productive Dialogue

Leadership Self-Assessment Rubric

This rubric will include questions related to quality control, diversity, employee feedback, morale building, and problem-solving. Each question will be answered using a scale where **0 = neither agree nor disagree, 1 = strongly disagree, 2 = disagree, 3 = agree, and 4 = strongly agree.** To ensure a broad assessment, the questions will cover a range of leadership principles.

Each section is designed to be introspective, encouraging you, as a leader, to reflect on your practices and behaviors. The scoring system helps to quantify these reflections, providing a structured way to gauge your leadership effectiveness across these different dimensions. After completing the questionnaire, it can assist you in leadership by helping to identify your strengths and areas for improvement, using the insights to guide your personal and professional development.

Quality Control:

This section assesses a leader's commitment to maintaining high standards. The questions explore how a leader sets clear benchmarks for quality, reviews project outcomes, addresses potential quality issues proactively, and involves the team in quality improvement initiatives.

I consistently set clear quality standards for my team's work.	0	1	2	3	4
I regularly review the outcomes of projects to ensure high quality.	0	1	2	3	4
I proactively address quality issues before they affect customers.	0	1	2	3	4
I involve the team in setting quality benchmarks and improvement goals.	0	1	2	3	4

Diversity and Inclusion:

Leaders are asked about their efforts to create an inclusive environment, the fairness of their hiring practices, their personal commitment to understanding diversity, and how they value input from team members of varied backgrounds. This reflects a leader's ability to foster diversity and harness the benefits of an inclusive workplace.

0 = neither agree nor disagree, 1 = strongly disagree, 2 = disagree, 3 = agree, and 4 = strongly agree.

I foster an inclusive environment where diverse opinions are valued.	0	1	2	3	4
I ensure that hiring practices are fair and encourage diversity.	0	1	2	3	4
I am committed to personal growth in understanding diverse perspectives.	0	1	2	3	4
I actively seek input from team members with varied backgrounds and experiences.	0	1	2	3	4

Employee Feedback:

This segment evaluates how leaders handle feedback from their team. It looks at whether they provide timely and constructive feedback, encourage and act on suggestions for workplace improvement, and recognize employees' contributions. It also assesses the openness and accessibility of the leader to their team's concerns.

0 = neither agree nor disagree, 1 = strongly disagree, 2 = disagree, 3 = agree, and 4 = strongly agree.

I provide constructive feedback to my team in a timely manner.	0	1	2	3	4
I encourage and act upon feedback from employees regarding workplace improvements.	0	1	2	3	4
I recognize and reward employees who give valuable input.	0	1	2	3	4
I maintain an open-door policy for employees to share their concerns and ideas.	0	1	2	3	4

Morale Building:

The focus here is on the leader's ability to cultivate a positive work environment. This includes celebrating team and individual successes, being cognizant of team morale, providing growth opportunities, and ensuring a balanced workload to support a healthy work-life balance for employees.

0 = neither agree nor disagree, 1 = strongly disagree, 2 = disagree, 3 = agree, and 4 = strongly agree.

I celebrate team successes and individual contributions regularly.	0	1	2	3	4
I am aware of the team's morale and take steps to foster a positive work environment.	0	1	2	3	4
I provide opportunities for professional development and growth.	0	1	2	3	4
I ensure workloads are reasonable to maintain a healthy work-life balance for my team.	0	1	2	3	4

Problem Solving:

Leaders are questioned about their approach to tackling problems. The queries delve into whether they adopt a solution-focused mindset, involve the team in problem-solving, identify root causes of issues, and view challenges as learning opportunities.

0 = neither agree nor disagree, 1 = strongly disagree, 2 = disagree, 3 = agree, and 4 = strongly agree.

I approach problems with a solution-focused mindset.	0	1	2	3	4
I involve the team in the problem-solving process to harness collective intelligence.	0	1	2	3	4
I can identify the root cause of issues rather than just addressing symptoms.	0	1	2	3	4
I promote a culture where challenges are seen as opportunities to learn and grow.	0	1	2	3	4

Leadership Principles:

This comprehensive section addresses the core principles and behaviors that effective leaders exhibit. Questions cover leading by example, making unbiased decisions, adaptability, clear communication, trust-building, effective delegation, maintaining a positive attitude, commitment to continuous learning, accountability, and promoting innovation.

0 = neither agree nor disagree, 1 = strongly disagree, 2 = disagree, 3 = agree, and 4 = strongly agree.

I lead by example and practice what I preach.	0	1	2	3	4
I make decisions based on what is best for the team and the organization, not personal interest.	0	1	2	3	4
I am open to changing my approach based on new information or situations.	0	1	2	3	4
I effectively communicate the vision and goals of the organization to my team.	0	1	2	3	4
I build relationships based on trust and respect with each team member.	0	1	2	3	4
I delegate tasks effectively, empowering team members with ownership of their work.	0	1	2	3	4
I maintain a positive attitude, even during difficult situations.	0	1	2	3	4
I am committed to continuous learning and improvement in my leadership role.	0	1	2	3	4
I hold myself and others accountable for actions and results.	0	1	2	3	4
I recognize the importance of innovation and encourage creative thinking among my team.	0	1	2	3	4

Scoring:

120–150: Excellent Leadership: You are utilizing proven leadership principles effectively.

90–119: Good Leadership: You have a good grasp of leadership principles, with room for improvement.

60–89: Fair Leadership: You are on the right path but need to strengthen your application of leadership principles.

30-59: Developing Leadership: Consider this an opportunity for growth in understanding and applying leadership principles.

0-29: Emerging Leadership: Reflect on the principles where you scored lowest to identify areas for learning and development.

This assessment should serve as a guide for self-improvement and reflection on leadership practices. Remember, the goal is to identify areas of strength as well as opportunities for growth.