

EFFECTIVE LEADERSHIP

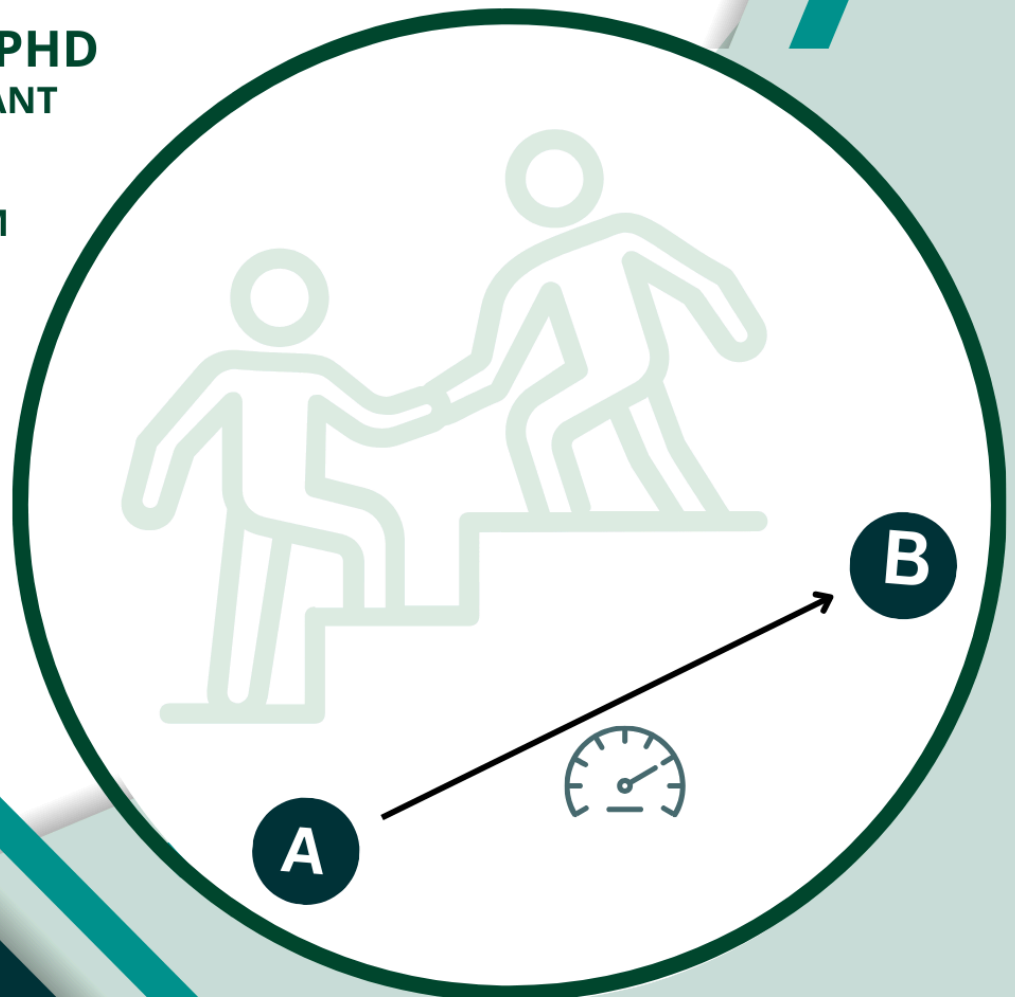
LEADERSHIP ASSESSMENT



FIND OUT WHERE YOU LAND ON THE
10 HALLMARKS OF HEALTHY LEADERS 

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Leadership Assessment 💡 : The 10 H's of Healthy Leadership 🤝

This Leadership Qualities Assessment is designed to evaluate your leadership skills across 10 key areas: **Honor, Hustle, Humility, Heart, Honesty, High-Mindedness, Harmony, Healing, Hope, and Humor**. Each category is assessed through a series of questions that measure specific behaviors and traits important for effective leadership.

Your responses will help identify your strengths and areas for growth, providing insight into how you lead, motivate, and inspire others. The total score will give an overview of your overall leadership effectiveness, while individual category scores will highlight areas where you can further develop.

Please read each statement carefully and rate it based on your experiences or observations. After completing the assessment, you will receive a score for each category, as well as an overall score to help guide your leadership journey.

Instructions: For each statement, rate yourself on a scale of **1–5**, where:

- 1 = Strongly Disagree
- 2 = Disagree
- 3 = Neutral
- 4 = Agree
- 5 = Strongly Agree

Write your score in the **Score** column. Each category contributes to the total score out of **125 points**.

Leadership Survey

#	Question	Answer
1	I consistently communicate decisions in a transparent and fair manner.	[____]
2	I actively support my team in recovering from setbacks and failures.	[____]
3	I actively seek feedback regularly to improve my leadership.	[____]
4	I create an environment where team members feel aligned and work cohesively.	[____]
5	I actively listen to concerns and make decisions that reflect team values.	[____]
6	I recognize and acknowledge my limitations without hesitation when tackling complex tasks.	[____]
7	I inspire my team by maintaining a hopeful attitude, even during challenges.	[____]
8	I make decisions that foster trust within my team.	[____]

- 9 I empower my team to take on difficult tasks with confidence. []
- 10 I have made decisions that compromised my values to meet external pressures. *(Reverse)* []
- 11 I prioritize ethical considerations, even when they may delay achieving immediate goals. []
- 12 I create a positive atmosphere by celebrating achievements with lighthearted moments. []
- 13 I support my team by believing in their potential to achieve greatness. []
- 14 I resist change when established methods seem to work adequately. *(Reverse)* []
- 15 I consistently provide clear, accurate, and constructive feedback to others. []
- 16 I actively encourage the generation of new ideas, even if they challenge existing processes. []
- 17 I look for innovative solutions and am open to changing my approach when necessary. []
- 18 I focus on fostering harmony by ensuring that all voices are heard within the team. []
- 19 I promote open communication to maintain a sense of balance and unity among my team. []
- 20 I help others recover emotionally from difficult situations, ensuring they feel supported. []
- 21 I encourage my team to take time for self-care to prevent burnout. []
- 22 I maintain a positive outlook, even when faced with setbacks or challenges. []
- 23 I believe in the potential of my team to overcome obstacles and succeed. []
- 24 I use humor to alleviate stressful situations and improve team morale. []
- 25 I bring joy and laughter into the workplace to create a more enjoyable environment. []

Total

Total Score Breakdown (out of 125 points)

- **113 - 125: Exceptional Leadership**

This range indicates outstanding leadership qualities across all areas. You consistently demonstrate high levels of integrity, determination, empathy, and creativity. Your leadership inspires, motivates, and builds trust, respect, and collaboration, making you highly effective in any environment.

- **100 - 112: Strong Leadership**

Your leadership is strong with very few areas for improvement. You excel in multiple categories and are generally reliable and inspiring. You may have a few areas to develop further, but overall, your leadership is effective, and you create a positive atmosphere that encourages growth and success.

- **88 - 99: Competent Leadership**

You demonstrate competent leadership abilities but have areas for growth. There may be moments where you struggle with certain leadership qualities, but you are generally dependable and well-liked by your team. Focus on further developing specific qualities to enhance your overall effectiveness.

- **75 - 87: Developing Leadership**

Your leadership is still developing, and there are clear areas for improvement. While you may show strengths in some areas, other qualities (such as humility, hustle, or communication) need more focus. You are still refining your leadership style.

- **Below 75: Emerging Leadership**

This score indicates foundational leadership qualities are still being developed. There are significant areas that need improvement. Focus on building your leadership skills, especially in key areas such as emotional intelligence, communication, and consistency, to grow as a more effective leader.

Category Breakdown

This section of the assessment focuses on 10 essential leadership qualities. Each category reflects a key trait that contributes to effective leadership, helping you understand how you lead and interact with others. By evaluating each area, you will gain insight into your strengths and identify opportunities for growth.

Honor: Leading with integrity, transparency, and strong ethics. Honor fosters trust, credibility, and respect among others.

- 1 []
- 8 []
- 10 [] (*Reverse score: 1 = 5, 2 = 4, 3 = 3, 4 = 2, 5 = 1*)

Total for Honor: []

Hustle: Demonstrating determination and a drive to achieve goals. Hustle pushes you to work hard, overcome obstacles, and inspire your team toward success.

- 3 []
- 9 []
- 14 [] (*Reverse score: 1 = 5, 2 = 4, 3 = 3, 4 = 2, 5 = 1*)

Total for Hustle: []

Humility: Recognizing your own limitations and valuing the contributions of others. Humility helps you grow and learn from both successes and failures.

- 5 []
- 6 []
- 13 []

Total for Humility: []

Heart: Showing empathy, compassion, and emotional intelligence. Heart strengthens relationships and motivates teams by understanding their needs and aspirations.

- 2 []
- 7 []
- 12 []

Total for Heart: []

Honesty: Clear, truthful communication that builds trust and openness. Honesty is foundational to authentic leadership and encourages transparency.

- 4
- 11
- 15

Total for Honesty:

High-Mindedness: A commitment to a growth mindset and innovation. High-Mindedness involves taking initiative, embracing new ideas, and ushering in creativity and progress.

- 16
- 17

Total for High-Mindedness:

Harmony: Creating balance and alignment within the team. Harmony ensures a cohesive and collaborative environment that drives collective success.

- 18
- 19

Total for Harmony:

Healing: Supporting others through challenges and helping them grow emotionally. Healing promotes resilience and helps prevent burnout by fostering work-life balance.

- 20
- 21

Total for Healing:

Hope: Cultivating a positive outlook and belief in success, especially in difficult times. Hope inspires perseverance and motivates others to keep moving forward.

- 22
- 23

Total for Hope:

Humor: Bringing joy and lightness into leadership. Humor helps build rapport, relieve stress, and create a positive team culture.

- 24 []
- 25 []

Total for Humor: []

Total Scoring Rubric (For Each Category)

Honor, Hustle, Heart, Honesty, Humility

- **Max Score = 12.5 points**
- **Interpretation:**
 - 11 - 12.5: Outstanding
 - 9 - 10.5: Strong
 - 7 - 8.5: Competent
 - 5 - 6.5: Developing
 - Below 5: Needs Improvement

Harmony, Hope, Humor, High-Mindedness, Healing

- **Max Score = 10 points**
- **Interpretation:**
 - 9 - 10: Outstanding
 - 7 - 8: Strong
 - 5 - 6: Competent
 - 3 - 4: Developing
 - Below 3: Needs Improvement

Example Breakdown

Let's say the leader scores as follows:

- **Honor:** 11/12.5
- **Hustle:** 9/12.5
- **Humility:** 7/10
- **Heart:** 10/12.5
- **High-Mindedness:** 5/5
- **Hope:** 8/10

Approach this as an opportunity for growth, and working on these categories will help you build a more balanced, healthy leadership style that fosters trust, respect, and success within your team.

Here are some actionable steps you can take to improve in each area, depending on your score:

↳ Honor (Integrity, Trust, and Respect)

Actionable Steps:

- **Lead by example:** Be consistent in your actions and decisions. Make sure your behavior aligns with your values and commitments.
- **Seek feedback:** Regularly ask your team for feedback on how well you demonstrate integrity, and make adjustments as needed.
- **Establish clear ethical standards:** Ensure that your team understands and shares the same ethical guidelines for behavior and decision-making.

↳ Hustle (Determination, Drive, and Persistence)

Actionable Steps:

- **Set clear goals:** Break down long-term goals into manageable short-term objectives and track progress.
- **Build resilience:** When facing setbacks, ask yourself what you can learn from them. Bounce back quickly by focusing on solutions.
- **Stay disciplined:** Create a daily routine that keeps you moving toward your goals, even when motivation wanes.

↳ Humility (Valuing Others and Being Open to Feedback)

Actionable Steps:

- **Practice active listening:** Make a conscious effort to listen to your team's ideas, feedback, and concerns without interrupting or dismissing them.
- **Admit mistakes:** Own up to errors and demonstrate how you plan to learn from them. This encourages a culture of growth within your team.
- **Appreciate others' contributions:** Acknowledge the strengths and successes of others, and celebrate team wins.

↳ Heart (Compassion, Empathy, and Emotional Intelligence)

Actionable Steps:

- **Show genuine concern for your team:** Take time to connect with your team members on a personal level to understand their challenges and aspirations.
- **Develop emotional awareness:** Be aware of your emotions and how they impact your leadership. Practice self-regulation to remain calm and composed in tough situations.
- **Offer support when needed:** Be proactive in offering help and guidance to your team, especially when they are facing challenges.

↳ **Honesty (Transparent Communication and Truthfulness)**

Actionable Steps:

- **Be open in communication:** Share both successes and failures with your team in an honest and transparent manner.
- **Avoid sugar coating:** Deliver difficult messages directly and respectfully, ensuring your team is always informed and never left in the dark.
- **Encourage openness:** Create an environment where your team feels comfortable sharing their thoughts, concerns, and honest feedback without fear of retaliation.

↳ **High-mindedness (Commitment to Growth and Innovation)**

Actionable Steps:

- **Foster a growth mindset:** Encourage yourself and your team to view challenges as opportunities to learn. Be open to new ideas and innovations.
- **Promote experimentation:** Encourage your team to try new approaches, even if they might fail. Celebrate learning from these experiments.
- **Invest in development:** Continuously seek ways to improve your skills and knowledge. Attend workshops, read books, or work with a mentor to stay ahead.

↳ **Harmony (Fostering Unity and Cooperation)**

Actionable Steps:

- **Promote collaboration:** Encourage team members to work together and share their ideas, skills, and resources.
- **Resolve conflicts quickly:** Address any issues or disagreements that arise within your team promptly and diplomatically to maintain harmony.
- **Create a shared vision:** Ensure that everyone on your team is aligned with common goals and understands how their contributions support the bigger picture.

↳ **Healing (Helping Others Overcome Challenges and Grow Emotionally)**

Actionable Steps:

- **Be a source of encouragement:** When team members face personal or professional challenges, offer words of encouragement and practical support.
- **Foster a safe environment:** Create a space where team members feel comfortable being vulnerable and seeking help when needed.
- **Practice empathy:** Put yourself in others' shoes and approach challenges with a mindset of understanding rather than judgment.

↳ Hope (Inspiring Optimism and Belief in a Better Future)

Actionable Steps:

- **Encourage positivity:** Help your team see the potential for success, even when facing difficulties. Focus on solutions rather than problems.
- **Celebrate progress:** Acknowledge even small wins to keep morale high and reinforce the belief that progress is being made.
- **Be a visionary:** Inspire your team with a clear and compelling vision of the future, motivating them to work together toward achieving it.

↳ Humor (Using Humor to Create a Positive Atmosphere)

Actionable Steps:

- **Keep things light:** Use humor to relieve stress during high-pressure situations. A well-timed joke can ease tension and build team camaraderie.
- **Know when to joke:** Be mindful of your audience and situation. Humor should be used appropriately, not to undermine seriousness when needed.
- **Be authentic:** Don't force humor. Use it naturally as a way to connect with your team and build rapport.

The “right” leadership style is one that balances achieving results with fostering a positive, supportive team environment. Adaptability, combined with a commitment to personal and professional growth, ensures leaders can navigate challenges while empowering their teams to thrive.

Next Steps

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👉 Let's create a strategy that engages, builds trust, and generates leads for your business.

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HONOR

Leading with integrity, transparency, and a strong sense of ethics. Honor fosters trust and respect, building credibility with others.

HUSTLE

Healthy dose of drive and determination to achieve goals. Hustle pushes leaders to work hard, overcome obstacles, and move the team toward success.

HUMILITY

Recognizing one's own limitations and valuing the contributions of others. Humility enables leaders to grow and learn from both successes and failures.

HEART

Showing empathy, compassion, and emotional intelligence. Heart strengthens relationships and motivates teams by understanding their needs and aspirations.

HONESTY

Clear, truthful communication that builds trust and encourages openness. Honesty is foundational to authentic leadership.

HALLMARKS OF HIGH IMPACT LEADERSHIP

H¹⁰ of Successful Leaders

A bold, innovative approach to leadership emphasizing 10 essential qualities that drive growth, trust, and success. By embracing these principles, leaders can motivate their teams, spark creativity, and create an environment where everyone can thrive. It's all about finding the right balance to lead with purpose, inspire others, and achieve lasting impact.

HIGH MINDEDNESS

A commitment to a growth mindset, innovation, and forward-thinking—taking initiative, embracing new ideas to usher in creativity and innovation.

HARMONY

Providing balance and alignment within the team. Harmony creates a cohesive and collaborative environment that drives collective success.

HEALING

Helping others overcome challenges and grow emotionally and strengthen team resilience. Healing is essential for work-life balance and avoiding burnout.

HOPE

Cultivating a positive outlook and belief in the potential for success, even in challenging times. Hope inspires others to keep moving forward.

HUMOR

Bringing lightness and joy to leadership: Humor builds rapport, relieves stress, and contributes to a positive team culture where people can let their guard down and enjoy a little fun.