

# LEADERSHIP AUDIT REPORT



Hello and welcome to your Leadership Audit Self-Assessment Report.

Congratulations on taking a very important step in your leadership development journey. You can find many reports and research articles that highlight the importance of self-awareness as a critical component of effective leaders, and this report is intended to help you advance that journey.

## SELF-ASSESSMENT RESULTS

The self-assessment you completed on DawnFrail.com and received via email reminds you of the development areas you selected and would like help with or are interested in learning more about. As you review your selections from the email, here are some ways to interpret what you are seeing.

The assessment is divided into eight categories that we believe are the core building blocks for every successful leader. Look at each one independently as you review the Category Scores information, and then collectively in your Grand Total.

### *CATEGORY SCORES:*

0: If the subtotal in a particular category is zero, then you feel you have a good handle on it and don't feel it is an area that needs much attention. The associated resources are still listed for you as you think about your future needs as well as helping others who may need some help in this category.

1-2: If the subtotal in a particular category is one or two, then you realize that it's an area of interest, but perhaps not a critical development factor at this time. Again, the resources are listed for your interest and future development.

3-4: If the subtotal in a particular category is three or four then you have identified this as an area of focus or strong interest. You may wish to begin with the resources in this list as they will likely give you the greatest return on your investment of time and energy, and will likely give you the fastest results.

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## *GRAND TOTAL SCORE:*

While it is always interesting to know what our total score is, it is key to make sure you look at the category subtotals first. Your Grand Total may be 4, but if all 4 come from the same category, then pay attention to that focus.

That being said, here's a sense of what your score may indicate.

0-8: You probably have a good handle on most aspects of core leadership skills. This report will likely serve as a great recommended reading list, or you may pass the report to someone else who is looking for leadership development resources.

9-15: Take a look at your scores and see if there is a category that has a few items selected and consider focusing there. You likely have some good skills already so adding some polish to an area or two might be right up your alley.

15-22: It seems you feel you have a lot to do to continue to develop as a leader. You likely have more than one category to focus on. Choose the one or two that you feel can help you now and get started.

23-32: Looks like you came to the right place. At Athena, we can help you develop in all of the categories that show up for development based on your assessment. Consider booking a coaching call with Dawn to explore what the next best step is for you.

## *Next Steps:*

*Platinum:* Leadership Greatness; 12 months

*Gold:* Exceptional Executive; 6 months

*Silver:* Journey of Discovery; 3 months

*Bronze:* Exploration; 30 minutes

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## RECOMMENDED RESOURCES:

1. **LEADERSHIP MINDSET;** *Develop attitudes and behaviours that can transform organizational culture.*

[Clarify Your Values Exercise](#)

[Dawn's Dynamic Dozen](#)

[SAM – The Strategic Alignment Model](#)

[10 Commandments of Ethical Leadership Summary](#)

[Resilience: The Secret Sauce of Success \(blog\)](#)

2. **STRATEGIC THINKING;** *Stimulate insights and apply imagination to drive organizational alignment.*

[Strategy Map Template](#)

[Smart vs. Healthy; Understanding Organizational Culture](#)

[Strategic Thinking Tools; Strategy Map and Balanced Scorecard \(video\)](#)

3. **EXECUTION ESSENTIALS;** *Leverage operational excellence to transform business results.*

[The Secret to Writing Executable Goal \(blog\)](#)

4. **TRANSITION MANAGEMENT;** *Influence others to embrace change even when they don't want to.*

[How to Win Friends and Influence Change](#)

[The Communication Chasm \(video\)](#)

[Critical Mistakes When Communicating Change \(blog\)](#)

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5. **PERSONALITY PATTERNS;** *Understand, predict and leverage differences in attitudes and behaviours.*

[Platinum Rule Handbook](#)  
[Unleashing Greatness with Myers-Briggs](#)  
[Myers-Briggs Frequently Asked Questions](#)  
[How to Manage Personalities at Work \(blog\)](#)

6. **PERFORMANCE POTENTIAL;** *Motivating people to do their best and inspiring them to be their best*

[The Situational Leader Flowchart](#)  
[Performance Potential Goal Worksheet](#)

7. **EMPLOYEE ENGAGEMENT;** *Create an environment that energizes people's heads, hands and hearts.*

[Measure What Matters - NPS \(blog\)](#)  
[High Cost of Low Engagement \(blog\)](#)  
[Trust: The One Thing That Matters Most \(blog\)](#)  
[The Engagement Equation \(blog\)](#)

8. **TEAM BUILDING;** *Create an environment where a high-performing team can thrive.*

[5 Dysfunctions of a Team \(model summary\)](#)  
[Team Trust Diagnostic](#)

9. **WOMEN;** *Tools and resources to specifically help women navigate their leadership journey*

[Dawn's Wisdom for Women](#)  
[Hidden and Unfair Bias \(blog\)](#)  
[Keeping Women in the Leadership Pipeline](#)  
[What Still Holds Women Back](#)