



# INCREMENTA

Leadership & Development Needs Analysis

September 2018

# Welcome...

Thank you for downloading a copy of the Leadership & Development Needs Analysis.

Please carefully read through all 44 questions, rating them from 1 - 10.  
(1 = Low, 10 = High)

Once you have completed the test, please save a copy of this file and email it back to us so that we can then collate your results and measure your progress over time.

Your name

Business name

Position

Email Address

I agree to you contacting me in regards to the results of this document.



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# Strategy (1 Low - 10 High)

Q1. Please rate yourself on your ability to create a clear vision and purpose to guide the strategic development of your business.

**1      2      3      4      5      6      7      8      9      10**

Q2. Please rate yourself on your ability to define your organisations strategic objectives.

**1      2      3      4      5      6      7      8      9      10**

Q3. Please rate yourself on your understanding of how your organisations vision and purpose adds value in the context of its industry or sector objectives.

**1      2      3      4      5      6      7      8      9      10**

Q4. Please rate yourself on your understanding your organisations current strategic positioning.

**1      2      3      4      5      6      7      8      9      10**

Q5. Please rate yourself on your understanding how elements from political, economic, social, technological and environment affect your organisation now and in the future.

**1      2      3      4      5      6      7      8      9      10**

Q6. Please rate yourself on your ability to identify threats and opportunities to the organisation, taking into account of the internal and external business environments.

**1      2      3      4      5      6      7      8      9      10**

Q7. Please rate yourself on your knowledge of the factors involved in successful strategy implementation and organisational change.

**1      2      3      4      5      6      7      8      9      10**

Q8. Please rate yourself on your offering a broad view beyond the immediate problem and own area of expertise, including short, medium and long-term perspectives.

**1      2      3      4      5      6      7      8      9      10**

Q9. Please rate yourself on your ability to propose alternative options and present creative solutions and innovations.

**1      2      3      4      5      6      7      8      9      10**

Q10. Please rate yourself on your ability to identify the potential impact of decisions and offer contingency plans and risk mitigation.

**1      2      3      4      5      6      7      8      9      10**

# Skills (1 Low - 10 High)

Q1. Please rate yourself on your ability to assimilate and synthesise financial, technical and qualitative information.

1 2 3 4 5 6 7 8 9 10

Q2. Please rate yourself on your ability to actively seek reliable, sufficiently detailed and timely information from a wide range of sources.

1 2 3 4 5 6 7 8 9 10

Q3. Please rate yourself on your ability to simplify complex information.

1 2 3 4 5 6 7 8 9 10

Q4. Please rate yourself on your ability to consider the applicability and limitations of the information and make objective interpretations.

1 2 3 4 5 6 7 8 9 10

Q5. Please rate yourself on your ability to evaluate proposals using a range of criteria and identify their advantages and disadvantages.

1 2 3 4 5 6 7 8 9 10

Q6. Please rate yourself on your ability to make decisions, even in the face of uncertainty and incomplete information.

1 2 3 4 5 6 7 8 9 10

Q7. Please rate yourself on your ability to take calculated risks in the context of the organisation's strategy and the appetite of the board.

1 2 3 4 5 6 7 8 9 10

Q8. Please rate yourself on your ability to demonstrate transparency, frankness and openness wherever possible.

1 2 3 4 5 6 7 8 9 10

Q9. Please rate yourself on your ability to listen dispassionately, carefully and attentively.

1 2 3 4 5 6 7 8 9 10

Q10. Please rate yourself on your ability to communicate articulately, clearly and concisely.

1 2 3 4 5 6 7 8 9 10

## Skills continued... (1 Low - 10 High)

Q11. Please rate yourself on your ability to tailor your communication style to the needs of the audience and the situation, using appropriate modes and channels.

**1      2      3      4      5      6      7      8      9      10**

Q12. Please rate yourself on your ability to display confidence, self-assurance and conviction.

**1      2      3      4      5      6      7      8      9      10**

Q13. Please rate yourself on your ability to show flexibility, adaptability and willingness to embrace change.

**1      2      3      4      5      6      7      8      9      10**

Q14. Please rate yourself on your ability to take action quickly, under pressure and in difficult circumstances when necessary.

**1      2      3      4      5      6      7      8      9      10**

Q15. Please rate yourself on your ability to defuse conflicts and arguments and facilitate compromise when necessary to achieve acceptable an outcome.

**1      2      3      4      5      6      7      8      9      10**

Q16. Please rate yourself on your ability to inspire, support and motivate others, generating willing followers.

**1      2      3      4      5      6      7      8      9      10**

Q17. Please rate yourself on your ability to build and maintain a wide range of contacts in relevant and influential areas.

**1      2      3      4      5      6      7      8      9      10**

Q18. Please rate yourself on your ability to persuade and influence others, including those of equal, greater or subordinate status and power.

**1      2      3      4      5      6      7      8      9      10**

Q19. Please rate yourself on your ability to identify the needs, interests and influence of internal and external stakeholders and build appropriate and effective relationships.

**1      2      3      4      5      6      7      8      9      10**

Q20. Please rate yourself on your ability to command respect within the industry and in the wider business community.

**1      2      3      4      5      6      7      8      9      10**



# Mindset (1 Low - 10 High)

Q1. Please rate yourself on your ability to maintain high standards of skill, care and diligence in professional activities.

1 2 3 4 5 6 7 8 9 10

Q2. Please rate yourself on your ability to invest time in learning and personal development applicable to their directorial role, including relevant training and board experience.

1 2 3 4 5 6 7 8 9 10

Q3. Please rate yourself on your ability to take responsibility for their own performance and behaviour and that of the organisation.

1 2 3 4 5 6 7 8 9 10

Q4. Please rate yourself on your ability to act as an advocate for the organisation, both internally and externally.

1 2 3 4 5 6 7 8 9 10

Q5. Please rate yourself on your ability to focus on the goals of the organisation and the priorities agreed by the board.

1 2 3 4 5 6 7 8 9 10

Q6. Please rate yourself on your ability to identify and take opportunities to increase the organisation's commercial advantage.

1 2 3 4 5 6 7 8 9 10

Q7. Please rate yourself on your ability to set challenging but achievable goals and standards of performance for themselves and others.

1 2 3 4 5 6 7 8 9 10

Q8. Please rate yourself on your ability to learn from their own successes and mistakes and encourage a culture of learning in the organisation.

1 2 3 4 5 6 7 8 9 10

Q9. Please rate yourself on your ability to be willing to disagree and take an independent stance in the face of dissenting views and to potential personal detriment.

1 2 3 4 5 6 7 8 9 10

Q10. Please rate yourself on your ability to encourage rigorous discussion and diverse views in order to prevent and dispel groupthink.

1 2 3 4 5 6 7 8 9 10

# Mindset continued... (1 Low - 10 High)

Q11. Please rate yourself on your ability to adopt an inquisitive approach and actively question assumptions and test propositions.

1      2      3      4      5      6      7      8      9      10

Q12. Please rate yourself on your ability to be willing to challenge the status quo and historical ways of doing things.

1      2      3      4      5      6      7      8      9      10

Q13. Please rate yourself on your ability to demonstrate an understanding of your own emotional responses and an ability to manage your emotions appropriately.

1      2      3      4      5      6      7      8      9      10

Q14. Please rate yourself on your ability to display empathy and respond appropriately and sensitively to the emotions of others.

1      2      3      4      5      6      7      8      9      10

## Thank you...

Once you have completed the assessment, please can you save a copy of this file with your name into the filename so that we can easily identify your document, for example:

LDNA-JonDoe.pdf

Please then email this file back to us as an attachment. Thank you.



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