

## The Recovering Leader's Effectiveness Self-assessment

Key Effectiveness Factor	Organization 1 – Current Rating*	Key actions I can take as a leader to improve this area, and/or to remove barriers in this area
1. I select and retain highly capable, self-motivated people to do the job, and avoid hanging on to others.		
2. I give my people the freedom to do it their own way, while also functioning within clear guidelines.		
3. I give my people a sharp picture of the desired outcome from the start.		
4. I create a culture where people are rewarded for being brutally honest		
5. I supply adequate resources to the task at hand.		
6. I challenge my people by setting a high bar in terms of program execution,		
7. I implement simple yet profound measurements for success and failure.		
8. I set up reliable, honest, and concise reporting on current and look-ahead progress, and watch it carefully.		
9. I establish clear consequences linked to the success or failure of milestones and outcomes.		
10. I create a stream of continuous feedback that helps me detect and correct problems		

\* Rate yourself and how your leaders are doing in this area on a scale from 1 to 10, ten being an ideal state for this effectiveness factor.