

## FOR THE PLANNING TEAM

# Leadership Competency Assessment

If you can more narrowly define the qualifications for each targeted position on your organization chart, you increase your odds of finding successors who are a perfect match and enable seamless transitions. Prioritizing leadership competencies is a great way to do that. For each job in question, list the top five leadership competencies required for success. We've included some options.

Job Title \_\_\_\_\_

### Top Leadership Competencies for Success in this Position

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_
5. \_\_\_\_\_

**Business Judgment:** the ability to make solid, sound decisions in the best interests of the organization's long-term health.

**Conflict Management:** the ability to immediately identify tension, address conflict, and help others work toward acceptable solutions.

**Crisis Management:** the ability to quickly analyze, grasp, and navigate challenging situations.

**Decision-Making:** a proven track record of analyzing options and making smart choices.

**Emotional Intelligence:** the ability to easily understand and connect with other people, even adjusting communication styles to better relate to them.

**Entrepreneurship:** the ability to take calculated risks in pursuing a unique business idea.

**Financial Acumen:** a strong understanding and expertise in financial matters, both internal and external.

**Industry Knowledge:** a solid grasp of the history, current challenges, and future opportunities within the industry.

**Influence:** the ability to inspire others in the areas of self-organization, collaboration, and shared commitment to achieving goals.

**Interpersonal Skills:** the ability to communicate and interact with others in a way that generates respect and trust.

**Moral Courage:** the confidence to do the right thing for your people, your organization, and your customers.

**Strategic Thinking:** the ability to carefully think through challenges and opportunities before developing and implementing a strategy.

**Talent Development:** the ability to attract, develop, and retain top talent.

**Vision:** the ability to craft, communicate, and engage others in the long-term direction and goals of the organization.