

Assessment

Understanding Leadership Competencies

First Edition

The objectives of this book are:

- To explain the process of determining leadership competencies
- To discuss personal qualities of leaders
- To discuss actions that competent leaders take

■ CRISP_{series}

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Assessment Questions for Understanding Leadership Competencies, First Edition

Select the best response.

1. The nine leadership competencies were chosen based on:
 - A. Experience, research and observation
 - B. The results of a focus group
 - C. Both of the above
 - D. Neither of the above

2. Which of the following are practical techniques for demonstrating your passion competency?
 - A. Lead a committee
 - B. Mentor an employee
 - C. Sponsor a sports team
 - D. All of the above

3. Using humor in the workplace is a way to:
 - A. Relieve day-to-day pressures
 - B. Instill a sense of camaraderie
 - C. Appear more approachable
 - D. All of the above

4. People's personal desires usually have:
 - A. Selfless and self-centered elements
 - B. Underlying implications
 - C. Both of the above
 - D. Neither of the above

5. To not let grass grow under your feet means to have:
 - A. Creativity
 - B. Vision
 - C. Energy
 - D. Integrity

6. Keeping promises demonstrates:
 - A. Creativity
 - B. Vision
 - C. Energy
 - D. Integrity

7. To continue to have enthusiasm, you must have:
 - A. Others believe in you
 - B. A popular vision
 - C. Many friends
 - D. New efforts and approaches

8. Providing goal achievement opportunities for employees nurtures their:
 - A. Integrity
 - B. Humor
 - C. Enthusiasm
 - D. Courage

9. Taking care of your health is essential to leadership.
 - A. True
 - B. False

10. In trying to build a team, you should focus on:
 - A. Tasks
 - B. Roles
 - C. Personalities
 - D. A and B
 - E. B and C

11. Keeping up your energy and enthusiasm:
 - A. Is the responsibility of each individual
 - B. Requires both physical and mental nurturing
 - C. Both of the above

12. The basic requirement for a team-based organization is:
 - A. Trust and respect
 - B. Homogeneity
 - C. A successful company
 - D. Humor

13. Properly defined, priorities should not change over the course of a planning cycle.
 - A. True
 - B. False

14. When personal and professional priorities differ:
 - A. Conflict may arise
 - B. Business goals win out
 - C. Both employer and employee benefit

15. A place can help a person to be more creative.
 - A. True
 - B. False

16. Mind mapping is a technique for:
 - A. Connecting associated thoughts
 - B. Locating the center of the mind
 - C. Labeling the parts of the brain
 - D. Moving from the real to the ideal

17. Topics of lesser importance on a mind map are:
 - A. Eliminated
 - B. Drawn as branches from higher-level branches
 - C. Alphabetized

18. A key leadership competency is courage
- A. True
 - B. False
19. In modern organizations, creativity is:
- A. Needed from all members
 - B. Critical to moving forward
 - C. Fostered by collaboration
 - D. All of the above
 - E. A and B
20. Vision:
- A. Is too idealistic for business
 - B. Needs the other competencies as a foundation
 - C. Is an expression of what we want
 - D. All of the above
 - E. B and C
21. Most projects require that leaders have equal strength in all competencies.
- A. True
 - B. False
22. Leadership competencies can be developed by:
- A. Determining which ones are needed to meet your leadership goals
 - B. Identifying those which you need to improve
 - C. Sharing your plans with others
 - D. All of the above.
23. To find solutions that may appear elusive, you could try:
- A. Mind-mapping
 - B. Brainstorming
 - C. Collaboration
 - D. Any of the above
 - E. A or B

24. Leaders emerge:

- A. As an environment mandates
- B. When someone sees what needs to be done
- C. When opportunities present themselves
- D. Any of the above

25. Anyone who is market savvy will be a good leader.

- A. True
- B. False

Answer Key for Understanding Leadership Competencies, First Edition

Recommended response (Corresponding workbook page)

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|-----------|------------|------------|----------------|----------------|
| 1. C (4) | 6. D (35) | 11. C (41) | 16. A (60) | 21. B (77) |
| 2. D (17) | 7. D (41) | 12. A (51) | 17. B (60) | 22. D (80) |
| 3. D (19) | 8. C (40) | 13. B (53) | 18. A (33) | 23. D (58, 59) |
| 4. C (30) | 9. A (44) | 14. A (54) | 19. D (59, 63) | 24. D (v) |
| 5. C (40) | 10. D (46) | 15. A (58) | 20. E (65) | 25. B (4) |