**Dairy NSW Leadership Program**

Leadership Self-Reflection Survey

Consider each of the competencies or behaviours below (adapted from the Centre for Creative Leadership). For each one, rate yourself (from 1 to 5) on how often you demonstrate each competency and how well you demonstrate each competency.

Use the insights gained to add some actions to your Action Journal.

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| Competency | How often do you demonstrate this?  1 = never  5 = very often | How well do you demonstrate this?  1 = poorly  5 = very well |
| Leading employees – attracts, motivates, and develops employees |  |  |
| Building collaborative relationships – builds productive working relationships with workers and external parties |  |  |
| Change management – uses effective strategies to facilitate on-farm change initiatives and overcome resistance to change |  |  |
| Compassion & sensitivity – shows genuine interest in others and sensitivity to employees’ needs |  |  |
| Confronting problem employees – acts decisively and with fairness when dealing with problem employees |  |  |
| Decisiveness – prefers doing or acting over thinking about the situation |  |  |
| Respect for differences – effectively works with and treats people of varying backgrounds (culture, gender, age, educational background) and perspectives fairly |  |  |
| Taking initiative – takes charge and capitalises on opportunities |  |  |

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| Competency | How often do you demonstrate this?  1 = never  5 = very often | How well do you demonstrate this?  1 = poorly  5 = very well |
| Balancing personal life & work – balances work priorities with personal life |  |  |
| Participative management – involves others, listens, and builds commitment |  |  |
| Putting people at ease – displays warmth and a good sense of humour |  |  |
| Being a quick learner – quickly masters new technical and business knowledge |  |  |
| Strategic perspective – understands the bigger picture and effectively analyses complex problems |  |  |
| Self-awareness – has an accurate picture of strengths and weaknesses and is willing to improve |  |  |
| Composure – demonstrates self-control in difficult situations |  |  |
| Employee development – coaches and encourages employees to develop in their careers |  |  |
| Strategic planning – develops long-term objectives and strategies and translates vision into realistic business strategies |  |  |
| Inspiring commitment – motivates others to perform at their best |  |  |