**Assess your leadership communication using this simple self-assessment (or ask five colleagues for their honest opinion)….**

| **SELF-ASSESMENT** |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Check the box that matches how well you agree or disagree with the following statement…. | 1  Completely Disagree | 2  Mostly Disagree | 3  Neutral/ Not Sure | 4  Mostly Agree | 5  Completely Agree |
| I give public speeches that influence people to think, feel, and act differently. |  |  |  |  |  |
| I am confident when giving public speeches. |  |  |  |  |  |
| I am aware of the messages I send based on how I spend my time. |  |  |  |  |  |
| I am aware of the messages I send based on the people with whom I spend my time. |  |  |  |  |  |
| I am aware of the messages I send based on how I reward success, failure, and taking risks. |  |  |  |  |  |
| I am aware of the messages I send based on how I allocate resources. |  |  |  |  |  |
| I model the stated values of this organization in everything I do. |  |  |  |  |  |
| I am open and honest in how I communicate. |  |  |  |  |  |
| I set high standards with colleagues and employees. |  |  |  |  |  |
| I give frequent, informal feedback so that my team knows what they are doing well and how they can be even better. |  |  |  |  |  |
| My non-verbal cues, such as posture, facial expressions, and hand gestures, all communicate that I am a leader. |  |  |  |  |  |
| I am aware of at least five different ways to communicate, based on what is appropriate for the situation. |  |  |  |  |  |
| I understand at least three different communication styles that other people might have, and how to adapt to their style in order to build rapport. |  |  |  |  |  |
| People tell me that I am a good listener, one who does not interrupt and works hard to understand other points of view. |  |  |  |  |  |
| I listen to hear not only the words, but also to empathize with the emotions. |  |  |  |  |  |
| I understand what it means to “listen with purpose” in order to move the conversation forward. |  |  |  |  |  |
| I have a strong network of relationships up, down, and across the organization – based on informal power vs. my formal job title. |  |  |  |  |  |
| When I run meetings, they are efficient, well-organized, and achieve their desired objective. |  |  |  |  |  |
| I can translate between and among technology, financial, strategic, and political issues – and among the needs of different areas of the organization. |  |  |  |  |  |
| I am skilled at giving and receiving feedback. |  |  |  |  |  |

If you scored a 3 or less on any of these questions, we can help you be even more effective in the way you communicate, and also as a leader in your organization.  
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