

LEND Leadership Self-Evaluation Form

The purpose of this form is to rate both your current level of competence on these items and their importance to you. This should help to guide you in identifying areas you would like to work on through the LEND program.

Novice- recognizes, understands, is aware

Competent- lists, identifies, discusses

Proficient- applies, integrates, evaluates at an individual level

Expert- teaches, designs, evaluates at a system level

	Level of Competence				Personal Importance		
	Novice	Competent	Proficient	Expert	Important	Somewhat Important	Not at all Important
1. Demonstrates awareness of personal biases, beliefs, and assumptions on own leadership style							
2. Demonstrates awareness of personal biases, beliefs, and assumptions on own negotiation style							
3. Uses self-reflection techniques effectively to enhance program development, scholarship, and interpersonal relationships							
4. Uses ethical decision-making despite contextual tension							
5. Considers the culture and values of communities in the development of policies, programs, and practices that may affect them							
6. Demonstrates sensitivity to and respect for diverse cultural and ethnic backgrounds and socioeconomic status to foster culturally-sensitive practice							
7. Understands nonverbal communication cues in self and others							

8. Shares thoughts, ideas, and feelings clearly and concisely in discussions, meetings, and presentations with diverse individuals and groups									
9. Demonstrates active listening skills to inform shared decision-making									
10. Demonstrates skill in relationship-building and working cooperatively to reach agreement among various parties around group's needs and interests									
11. Demonstrates knowledge of the utility of different leadership styles									
12. Demonstrates knowledge of the utility of different conflict-resolution styles									
13. Applies strategies and techniques of effective negotiation styles									
14. Evaluates the impact of personal communication and negotiation style on outcomes									
15. Demonstrates adaptability in group situations									
16. Demonstrates skill at being an interdisciplinary team member and understands the roles of team members from other backgrounds									
17. Articulates a shared vision									
18. Demonstrates skill in reaching team agreement and achieving shared mission									
19. Uses time management skills to meet team deadlines									
20. Demonstrates leadership skills in the field of developmental disabilities									