

21 Laws of Leadership Self-Evaluation

Name: _____

Date: _____

Instructions:

Read each statement below and score yourself for each, using the following scale:

- 0 – Never
- 1 – Rarely
- 2 – Occasionally
- 3 – Always

1. The Law of the Lid

Leadership Ability Determines a Person's Level of Effectiveness

- ___ a) When faced with a challenge, my first thought is, *Who can I enlist to help?* not *What can I do?*
- ___ b) When my team, department, or organization fails to achieve an objective my first assumption is that it's some kind of leadership issue.
- ___ c) I believe that developing my leadership skills will increase my effectiveness dramatically.
- ___ **TOTAL**

2. The Law of Influence

The True Measure of Leadership Is Influence – Nothing More, Nothing Less

- ___ a) I rely on influence rather than on my position or title to get others to follow me or do what I want.
- ___ b) During discussions or brainstorming settings, people turn to me and ask for my advice.
- ___ c) I rely on my relationships with others rather than organizational systems and procedures to get things done.
- ___ **TOTAL**

3. The Law of Process

Leadership Develops Daily, Not in a Day

- ___ a) I have a concrete specific plan for personal growth that I engage in weekly.
- ___ b) I have found experts and mentors for key areas of my life with whom I engage on a regular basis.
- ___ c) To promote my professional growth, I have read at least six books (or taken at least one worthwhile class or listened to twelve or more audio lessons) per year for the last three years.
- ___ **TOTAL**



4. **The Law of Navigation**

Anyone Can Steer the Ship, but It Takes a Leader to Chart the Course

- ___ a) I spot problems, obstacles, and trends that will impact the outcome of initiatives the organization puts into place.
- ___ b) I can clearly see a pathway for the implementation of a vision, including not only the process but also the people and resources needed.
- ___ c) I am called upon to plan initiatives for the organization.
- ___ **TOTAL**

5. **The Law of Addition**

Leaders Add Value by Serving Others

- ___ a) Rather than being annoyed when team members have issues preventing them from doing their jobs effectively, I see the issues as an opportunity to serve and help those people.
- ___ b) I look for ways to make things better for the people I lead.
- ___ c) I find great personal satisfaction in helping other people become more successful.
- ___ **TOTAL**

6. **The Law of Solid Ground**

Trust Is the Foundation of Leadership

- ___ a) The people I lead confide in me regarding sensitive issues.
- ___ b) When I tell someone in the organization that I will do something, he or she can count on me to follow through.
- ___ c) I avoid undermining others or talking behind their backs.
- ___ **TOTAL**

7. **The Law of Respect**

People Naturally Follow Leaders Stronger Than Themselves

- ___ a) People are naturally drawn to me and often want to do things with me just to spend time with me.
- ___ b) I go out of my way to show respect and loyalty to the people I lead.
- ___ c) I make courageous decisions and take personal risks that could benefit my followers even if there is no benefit to me.
- ___ **TOTAL**

8. **The Law of Intuition**

Leaders Evaluate Everything with a Leadership Bias

- ___ a) I can easily gauge morale, whether in a room full of people, on a team, or in an organization.
- ___ b) I often take the right actions as a leader even if I cannot explain why.
- ___ c) I can read situations and sense trends without having to gather hard evidence.
- ___ **TOTAL**



9. The Law of Magnetism

Who You Are Is Who You Attract

- ___ a) I am satisfied with the caliber of people who report to me
- ___ b) I expect the people I attract to be similar to me in values, skills, and leadership ability.
- ___ c) I recognize that no personnel process can improve the quality of people I recruit compare to improving myself.
- ___ **TOTAL**

10. The Law of Connection

Leaders Touch a Heart Before They Ask for a Hand

- ___ a) When I am new to a leadership situation, one of the first things I try to do is to develop a personal connection with the individuals involved.
- ___ b) I know the stories, hopes, and dreams of the people I lead.
- ___ c) I avoid asking people to help accomplish the vision until we have built a relationship that goes beyond the nuts and bolts of our work together.
- ___ **TOTAL**

11. The Law of the Inner Circle

A Leader's Potential Is Determined by Those Closest to Him

- ___ a) I am strategic and highly selective about which people are closest to me personally and professionally.
- ___ b) I regularly rely on some key people in my life to help accomplish my goals.
- ___ c) I believe that 50% or more of the credit for my accomplishments goes to the people on my team.
- ___ **TOTAL**

12. The Law of Empowerment

Only Secure Leaders Give Power to Others

- ___ a) I embrace change easily and become dissatisfied with the *status quo*.
- ___ b) I believe that no matter how talented the people who work for me are, my position is secure.
- ___ c) It is my regular practice to give people I lead the authority to make decisions and take risks.
- ___ **TOTAL**

13. The Law of the Picture

People Do What People See

- ___ a) If I observe an undesirable action or quality in team members, I check for it in myself first before addressing it with them.
- ___ b) I am continually working to try to make my actions and words consistent with one another.
- ___ c) I do what I should rather than what I want because I am conscious that I am setting an example for others.
- ___ **TOTAL**



14. The Law of Buy-In

People Buy into the Leader, Then the Vision

- ___ a) I recognize that a lack of credibility can be as harmful to an organization as a lack of vision.
- ___ b) I wait until I see that most of the people on the team have confidence in me before asking for a commitment to the vision.
- ___ c) Even when my ideas are not very good, my people tend to side with me.
- ___ **TOTAL**

15. The Law of Victory

Leaders Find a Way for the Team to Win

- ___ a) When I lead a team, I feel ultimate responsibility for whether it achieves its goals.
- ___ b) If members of my team or not unified in their efforts to achieve the vision, I take action to get them on the same page.
- ___ c) I make personal sacrifices to help ensure victory for my team, department, or organization.
- ___ **TOTAL**

16. The Law of the Big Mo

Momentum Is a Leader's Best Friend

- ___ a) I am enthusiastic and maintain a positive attitude every day for the sake of my team members.
- ___ b) Whenever I make a major leadership decision, I consider how that decision will impact momentum in my team, department or organization.
- ___ c) I initiate specific actions with the purpose of generating momentum when introducing something new or controversial.
- ___ **TOTAL**

17. The Law of Priorities

Leaders Understand That Activity Is Not Necessarily Accomplishment

- ___ a) I avoid tasks that are not required by my leadership, don't have a tangible return, or don't reward me personally.
- ___ b) I set aside time daily, monthly, and yearly to plan my upcoming schedule and activities based on my priorities.
- ___ c) I delegate any task for which a team member can be at least 80% as effective as I could be.
- ___ **TOTAL**



18. The Law of Sacrifice

A Leader Must Give Up to Go Up

- ___ a) I know making trade-offs is a natural part of leadership growth, and I make sacrifices to become a better leader as long as they don't violate my values.
- ___ b) I expect to give more than my followers do in order to accomplish the vision.
- ___ c) I will give up my rights in order to reach my potential as a leader.
- ___ **TOTAL**

19. The Law of Timing

When to Lead Is As Important As What to Do and Where to Go

- ___ a) I expend as much effort figuring out the timing for an initiative as I do figuring out the strategy.
- ___ b) I will launch something using a less-than-ideal strategy because I know the timing is right.
- ___ c) I can sense whether or not people are ready for an idea.
- ___ **TOTAL**

20. The Law of Explosive Growth

To Add Growth, Lead Followers – To Multiply, Lead Leaders

- ___ a) I believe that I can grow my organization more rapidly by developing leaders than by any other method.
- ___ b) I spend a significant amount of time every week investing in the development of the top 20% of my leaders.
- ___ c) I would rather see leaders I develop succeed out on their own than keep them with me so that I can keep mentoring them.
- ___ **TOTAL**

21. The Law of Legacy

A Leader's Lasting Value Is Measured by Succession

- ___ a) I possess a strong sense of why I am in my job and why I am leading.
- ___ b) In each position I've held, I have identified people who can carry on after me, and I have invested in them.
- ___ c) One of my strongest motivations is to leave any team I lead better than I found it.
- ___ **TOTAL**



Scoring Summary:

Now that you have completed the evaluation, examine each law and note your strengths and weaknesses. Use the following guidelines to help you proceed.

8–9 This law is in your strength zone. Make the most of this skill and mentor others in this area.

5–7 Target this law for growth. You have potential to make it a strength.

0–4 This is a weakness. Hire staff with the strength or partner with others in this area.

Instructions:	Write your score for each law under the applicable category		
21 LEADERSHIP LAWS	STRENGTH	GROWTH	WEAKNESS
1. The Law of the Lid			
2. The Law of Influence			
3. The Law of Process			
4. The Law of Navigation			
5. The Law of Addition			
6. The Law of Solid Ground			
7. The Law of Respect			
8. The Law of Intuition			
9. The Law of Magnetism			
10. The Law of Connection			
11. The Law of the Inner Circle			
12. The Law of Empowerment			
13. The Law of the Picture			
14. The Law of Buy-In			
15. The Law of Victory			
16. The Law of the Big Mo			
17. The Law of Priorities			
18. The Law of Sacrifice			
19. The Law of Timing			
20. The Law of Explosive Growth			
21. The Law of Legacy			

Next Steps:

Changing Leaf Inc. is here to develop leaders who create confidence and inspire trust. Mike Hayes is a John Maxwell Certified Coach, Teacher and Speaker. Contact Mike to learn how we can assist you and your team with your leadership development needs.

