**ACCESS LEADERSHIP QUESTIONNAIRE**

**Participant**

Please complete this self-assessment questionnaire in preparation for your attendance at the APPA Strategic Leadership course. You will be asked to share results with the instructors and a learning partner during the first day of the course.

**Leader receiving feedback:** __________________________________________________

**Date Completed:** __________________________________________________________

This leader shows particular strength in the following areas (check no more than 3 areas):

- **Awareness:** Understands the organization and its systems and is able to get things done and influence results in order to fulfill the leader’s own and organization’s purpose.

- **Character:** Models enduring values and takes an ethical stance and is committed to continuous self-development.

- **Community:** Fosters a sense of connection within the organization and with those served through effective communication and engagement with differences.

- **Empowerment:** Enables employees to develop and be engaged in their jobs and the organization by sharing powers and effectively leading and developing teams.

- **Service:** Demonstrates a sense of service based an understanding of constituent needs and a commitment to performance improvement. Instills a commitment to service in others.

- **Sustainability:** Fosters innovation and is effective in leading needed change to ensure the organization fulfills its vision and remains viable in the future.
This leader would be more effective if s/he developed further in these areas:
(check no more than 3 areas):

☐ **Awareness:** Understands the organization and its systems and is able to get things done and influence results in order to fulfill the leader’s own and organization’s purpose.

☐ **Character:** Models enduring values and takes an ethical stance and is committed to continuous self-development.

☐ **Community:** Fosters a sense of connection within the organization and with those served through effective communication and engagement with differences.

☐ **Empowerment:** Enables employees to develop and be engaged in their jobs and the organization by sharing powers and effectively leading and developing teams.

☐ **Service:** Demonstrates a sense of service based an understanding of constituent needs and a commitment to performance improvement. Instills a commitment to service in others.

☐ **Sustainability:** Fosters innovation and is effective in leading needed change to ensure the organization fulfills its vision and remains viable in the future.

OPEN ENDED:

A. **Please describe this person's strengths as a leader:**

______________________________________________________________________________
______________________________________________________________________________
______________________________________________________________________________
______________________________________________________________________________
______________________________________________________________________________

B. **I believe this leader would be even more effective by enhancing his/her capability in these areas:**

______________________________________________________________________________
______________________________________________________________________________
______________________________________________________________________________
______________________________________________________________________________
______________________________________________________________________________
I believe this leader is sometimes limited in his/her leadership by....

______________________________________________________________________________

______________________________________________________________________________

______________________________________________________________________________

______________________________________________________________________________

C. What I need most from this leader is...

______________________________________________________________________________

______________________________________________________________________________

______________________________________________________________________________

____________________because

______________________________________________________________________________

______________________________________________________________________________

______________________________________________________________________________

D. What strategic challenges is this leader expected to handle now or in the future in his/her role in the organization?

______________________________________________________________________________

______________________________________________________________________________

______________________________________________________________________________

______________________________________________________________________________

______________________________________________________________________________

E. Additional Comments:

______________________________________________________________________________

______________________________________________________________________________

______________________________________________________________________________

______________________________________________________________________________