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**A SOLID Leadership Assessment
Designed to Improve Your Performance
and Expand Your Influence**




Name: _____ Date: _____

Organization: _____ Title: _____

 Grade yourself using the following scale: **N = Never; S = Seldom; U = Usually; A = Always**

S	SERVE.				
	“For even the Son of Man did not come to be served, but to serve, and to give his life as a ransom for many.” Mark 10:45 (NIV) As a leader, I desire to be of service to others and continually strive to:	N	S	U	A
1	Enjoy serving people and watching them succeed; I build strong loyalty among my followers.				
2	Engage in growing and developing staff for their good and the mission of the ministry.				
3	Seek out ways to serve my superiors and make their jobs easier without looking for undue credit.				
4	Strive to meet others’ needs; I possess a genuine, intrinsic motivation to help others succeed.				
5	Practice humility; I do not allow pride to get in the way of being of service to others.				
6	Demonstrate compassion and care for others and their needs; I treat people fairly and with respect.				
7	Sacrifice my own gain for the good of others; I consider others as more important than myself.				
8	Empathize; I attempt to put myself in the place of others to better understand what they are experiencing.				
9	Respect people; I do not behave toward others in a superior and domineering manner.				
10	Encourage others and maintain a positive attitude despite difficult circumstances.				
TOTALS					

	ORDER. “The LORD said, ‘If as one people speaking the same language they have begun to do this, then nothing they plan to do will be impossible for them. Come, let us go down and confuse their language so they will not understand each other.’ ” Genesis 11:6-7 (NIV) As a leader, I am adept at bringing order out of chaos and continually strive to:	N	S	U	A
11	Create, implement and maintain efficient organizational systems that drive peak performance.				
12	Optimize teamwork and resources; I embrace organizational development best practices.				
13	Make order out of chaos; I structure and restructure organizations for optimal performance.				
14	Recruit, develop, and empower the best talent available throughout the ministry.				
15	Retain superior employees; I provide accountability for performance and reward great results.				
16	Deliver results; I reorganize, right-size, and restructure ministries to drive the mission.				
17	Solve problems decisively; I am solutions-focused, systematic, and proactive.				
18	Manage effectively; I set high expectations and am good at delegation and empowerment.				
19	Develop a common language and framework; I drive organization-wide communication and build strong teams.				
20	Employ sophisticated time/priority management systems; I stay highly organized and effectively manage time.				
TOTALS					

L	LEAD. “You then, my son, be strong in the grace that is in Christ Jesus. And the things you have heard me say in the presence of many witnesses entrust to reliable people who will also be qualified to teach others.” 2 Timothy 2:1-2 (NIV) As a leader, I am good at influencing others and continually strive to:	N	S	U	A
	21	Develop myself and other leaders through effective coaching, mentoring, and outside training.			
22	Model Christ-like behavior; I inspire people to be conscious role models for others.				
23	Inspire; I rally, persuade and call others to action; I openly provide recognition to others.				
24	Influence; I am persuasive and able to influence others to enter healthy dialog. We are smarter together.				
25	Motivate; I bring out the best in people and create an environment of success.				
26	Submit to authority; I follow direction from superiors and am known for my loyalty.				
27	Persevere; I take manageable risks, have the courage to fail and do not give up easily.				
28	Push myself beyond present capabilities; I strive to excel and add value to my team and organization.				
29	Know myself; I know and leverage my strengths and am aware of my tendency to overuse them.				
30	Be aware of my weaknesses; I know how to offset them with others’ strengths and have few blind spots.				
TOTALS					

I	INTEGRATE. “Now this is our boast: Our conscience testifies that we have conducted ourselves in the world, and especially in our relations with you, with integrity and godly sincerity. We have done so, relying not on worldly wisdom but on God’s grace.” 2 Corinthians 1:12 (NIV) As a leader, I integrate what I believe with my actions and continually strive to:	N	S	U	A
31	Engender trust; I am trustworthy and have the trust of many.				
32	Speak openly; I raise visibility of issues and clarify responsibilities.				
33	Speak honestly; I tell the truth to myself and others, adhere to personal values and avoid gray areas.				
34	Take a stand, even if alone; I have the courage to fail.				
35	Integrate my personal core values with the actions I take.				
36	Seek others’ wisdom; I am not afraid to ask for help and am willing to admit when I am wrong or in doubt.				
37	Listen attentively; I ask questions, draw people out and am good at gaining understanding.				
38	Take manageable risks; I diligently protect the financial and human capital assets of the organization.				
39	Exercise sound judgment; I am a trusted decision-maker throughout the organization.				
40	Take calculated risks; I exercise good judgment and can act when information is less than complete.				
TOTALS					

D	DESIGN. “For we are God’s handiwork, created in Christ Jesus to do good works, which God prepared in advance for us to do.” Ephesians 2:10 (NIV) As a leader, I design my personal and professional life for true success, and continually strive to:	N	S	U	A
41	Cast vision and gain buy-in; I inspire others to take actions needed to attain the organization’s vision.				
42	Design change; I stop doing that which isn’t working and create new systems and ministries that do.				
43	Transcend conventional organizational rules; I think “outside the box” and lead others to do likewise.				
44	Plan for the unforeseen; I design backup plans and mitigate risks.				
45	Act strategically; I design and shape the organization through active reflection, research and planning.				
46	Begin with the end in mind; I sacrifice short-term gains for future goals.				
47	Intentionally build in quality time for key personal relationships; I maintain a manageable work/life balance.				
48	Design my life for true success; I maintain focus on that which stands the test of time.				
49	Design effective personal life strategies; I strive to live my life for an eternal purpose and impact.				
50	Remind myself and others to leave behind a legacy for future generations.				
TOTALS					

Instructions: Total up your checkmarks from each of the categories above. Then, develop seven actions to take because of this assessment.

Rating	SERVE	ORDER	LEAD	INTEGRATE	DESIGN	TOTAL SCORE
Never						
Seldom						
Ususally						
Always						

Actions to Take

	PRIORITY LEVEL	ACTIONS TO TAKE	DUE
1			
2			
3			
4			
5			
6			
7			