

Leadership Inventory

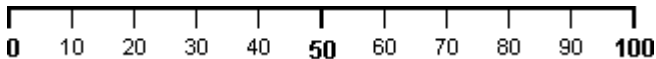
You are rating: **Chris Arnone**

Continue Later

Provides Direction That Inspires Action

Low = LOW EFFECTIVENESS Behavior could be exhibited more appropriately and/or frequently	Mod = MODERATELY EFFECTIVE N/A - No opportunity to observe	High = HIGHLY EFFECTIVE Good role model - exhibits behavior in an appropriate and timely manner			
		Low	Mod	High	N/A
Creates a vision of what the unit can become in the future		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Established milestones to guide others' actions		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Is selective in determining on which issues to focus		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sets clear performance expectations		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Explains changes so that others can understand them		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Progress Indicator



<-- Back Next -->

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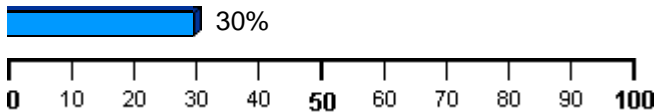
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Effectively Uses Resources

Low = LOW EFFECTIVENESS Behavior could be exhibited more appropriately and/or frequently	Mod = MODERATELY EFFECTIVE	High = HIGHLY EFFECTIVE Good role model - exhibits behavior in an appropriate and timely manner		
N/A - No opportunity to observe				
	Low	Mod	High	N/A
Invests his time wisely	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ensures that resource decisions are made as close to the customer as possible	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Stays current with resource availability and capacity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Delegates responsibilities to those who are competent to handle them	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Proactively responds to threats to key initiatives	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Progress Indicator



<< Back

Next >>

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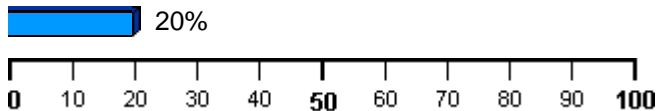
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Continue Later

Gains the Buy-In and Commitment of Others

Low = LOW EFFECTIVENESS Behavior could be exhibited more appropriately and/or frequently	Mod = MODERATELY EFFECTIVE N/A - No opportunity to observe	High = HIGHLY EFFECTIVE Good role model - exhibits behavior in an appropriate and timely manner		
	Low	Mod	High	N/A
Assumes personal responsibility for influencing others	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Demonstrates that he cares about the hopes and dreams of others	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sustains excitement about future possibilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Celebrates current successes with those responsible	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Provides advice that is politically sensitive	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Progress Indicator



<-- Back

Next -->

Leadership Inventory

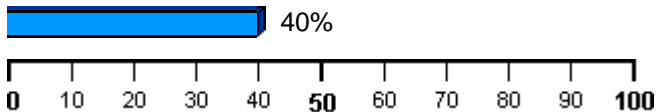
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Recognizes and Promotes Interdependence

Low = LOW EFFECTIVENESS	Mod = MODERATELY EFFECTIVE	High = HIGHLY EFFECTIVE		
Behavior could be exhibited more appropriately and/or frequently		Good role model - exhibits behavior in an appropriate and timely manner		
N/A - No opportunity to observe				
	Low	Mod	High	N/A
Encourages cooperative problem solving	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Works cooperatively with those outside the work unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Provides opportunities for people to share their expertise with others throughout the organization	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Exposes people to learning opportunities outside the unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Maintains a network of positive business relationships	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Progress Indicator



<-- Back

Next -->

Leadership Inventory

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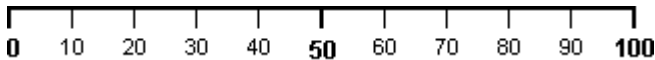
Continue Later

Fosters a Climate of Innovation and Learning

Low = LOW EFFECTIVENESS Behavior could be exhibited more appropriately and/or frequently	Mod = MODERATELY EFFECTIVE	High = HIGHLY EFFECTIVE Good role model - exhibits behavior in an appropriate and timely manner		
N/A - No opportunity to observe				
	Low	Mod	High	N/A
Effectively challenges the existing ways of doing things	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Supports a learn-by-doing approach	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Provides useful feedback and coaching	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Displays a philosophy of: "What can we learn from this?"	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Encourages the sharing of personal insights, learnings and success stories	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Progress Indicator

 50%



<-- Back

Next -->

Leadership Inventory

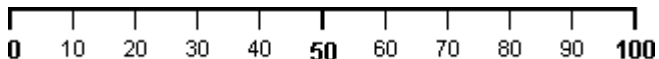
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Builds Trust and Models Ethical Behavior

Low = LOW EFFECTIVENESS Behavior could be exhibited more appropriately and/or frequently	Mod = MODERATELY EFFECTIVE N/A - No opportunity to observe	High = HIGHLY EFFECTIVE Good role model - exhibits behavior in an appropriate and timely manner		
	Low	Mod	High	N/A
Makes decisions consistent with the unit's positive values	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Serves as an inspiring model for others to follow	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Supports positive values even in difficult circumstances	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Uses resources in a highly appropriate manner	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Shares his views about key business issues before decisions are made	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Progress Indicator



<-- Back

Next -->

Leadership Inventory

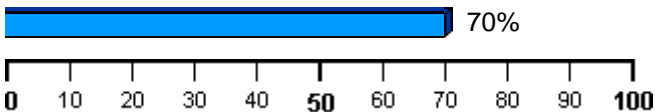
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Brings Out the Best in Others

Low = LOW EFFECTIVENESS Behavior could be exhibited more appropriately and/or frequently	Mod = MODERATELY EFFECTIVE N/A - No opportunity to observe	High = HIGHLY EFFECTIVE Good role model - exhibits behavior in an appropriate and timely manner			
		Low	Mod	High	N/A
Puts people at ease		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Is patient in working with others		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Provides visible, challenging opportunities that motivate others		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Encourages and supports the visions of others		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Builds on the strengths of others		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Progress Indicator



<-- Back Next -->

Leadership Inventory

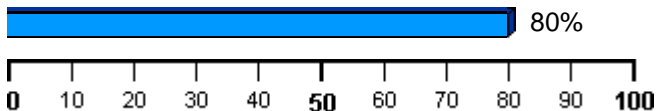
You are rating: **Chris Arnone**

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Embraces Change with Confidence and Courage

Low = LOW EFFECTIVENESS Behavior could be exhibited more appropriately and/or frequently	Mod = MODERATELY EFFECTIVE	High = HIGHLY EFFECTIVE Good role model - exhibits behavior in an appropriate and timely manner		
	N/A - No opportunity to observe			
	Low	Mod	High	N/A
Perseveres through adversity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Goes beyond the expected	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Acts in a quick, flexible, and "right-for-now" manner	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Champions innovative ideas, even when faced with skepticism	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Demonstrates confidence in himself as a leader	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Progress Indicator



<-- Back

Next -->

Leadership Inventory

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Additional Comments

Thanks for responding to the above items reflecting the following 8 skill dimensions:

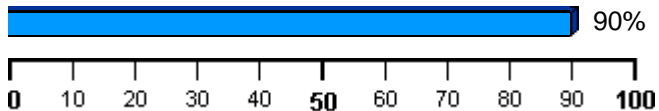
- Provides Direction That Inspires Action
- Gains the Buy-In and Commitment of Others
- Effectively Uses Resources
- Recognizes and Promotes Interdependence
- Fosters a Climate of Innovation and Learning
- Builds Trust and Models Ethical Behavior
- Brings Out the Best in Others
- Embraces Change with Confidence and Courage

Please add any additional comments below.

I like . . .

I wish . . .

Progress Indicator



<-- Back

Next -->