

21 Laws Leadership Evaluation

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

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

Remember to answer as honestly as possible in order to accurately capture the way you really react (not how you think you should).

Law #1: The Law of the Lid

___ a.) *When faced with a challenge, my first thought is, 'Who can I enlist to help?' and not 'What can I do?'*

___ b.) *When my team, committee, 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*

Law #2: The Law of Influence

___ 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 sessions, 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*

Law #3: The Law of Process

___ 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

Law #4: The Law of Navigation

___ a.) *I spot problems, obstacles, and trends that will impact the outcome of initiatives my 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 my organization.*

___ TOTAL

Law #5: The Law of Addition

___ 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

Law #6: The Law of Solid Ground

___ a.) *The people I lead confide in me regarding sensitive issues.*

___ b.) *When I tell someone in my organization that I will do something, s/he can count on me to follow through.*

___ c.) *I avoid undermining others or talking behind their backs.*

___ TOTAL

Law #7: The Law of Respect

___ 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

Law #8: The Law of Intuition

___ 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 action as a leader even if I cannot explain why.

___ c.) I can read situations and sense trends without having to gather hard evidence.

___ TOTAL

Law #9: The Law of Magnetism

___ a.) I am satisfied with the caliber of people who report to me or work with 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 compared to improving myself.

___ TOTAL

Law #10: The Law of Connection

___ 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

Law #11: The Law of Inner Circle

___ a.) *I am strategic and highly selective about which people are closet 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 percent or more of the credit for my accomplishments goes to the people on my team.*

___ TOTAL

Law #12: The Law of Empowerment

___ 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

Law #13: The Law of the Picture

___ 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

Law #14: The Law of Buy-In

___ 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

Law #15: The Law of Victory

___ a.) *When I lead a team, I feel ultimate responsibility for whether it achieves its goals.*

___ b.) *If members of my team are 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

Law #16: The Law of the Big Mo

___ 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

Law #17: The Law of Priorities

___ 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 percent as effective as I could be.

___ TOTAL

Law #18: The Law of Sacrifice

___ 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

Law #19: The Law of Timing

___ 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

Law #20: The Law of Explosive Growth

___ 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 percent 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

Law #21: The Law of Legacy

___ a.) *I possess a strong sense of why I am in my position 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

Answer Key

As you complete the evaluation (each law will have questions added as we review them), you should examine each law and note what you are strong and weak in. Use the following guidelines to help you proceed.

8-9 points then this law is in your strong zone. Make the most of this skill and mentor others in this area.

5-7 points then target this law for growth. You have potential to make it stronger.

0-4 points then this law is weak. Hire staff or seek others who are strong with this law.