

### Leadership Competency Assessment\*

If you can more narrowly define the qualifications for each targeted position on your organization chart, you increase your odds of finding successors who are a perfect match and enable seamless transitions. Prioritizing leadership competencies is a great way to do that. For each job in question, list the top five leadership competencies required for success. We've included some options as food for thought. Add any others as needed.

Job Title: \_\_\_\_\_

Top Leadership Competencies for Success in this Position:

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_
5. \_\_\_\_\_

**Business Judgment:** the ability to make solid, sound decisions in the best interests of the organization's long-term health.

**Conflict Management:** the ability to immediately identify tension, address conflict, and help others work toward acceptable solutions.

**Crisis Management:** the ability to quickly analyze, grasp, and navigate challenging situations.

**Decision-Making:** a proven track record of analyzing options and making smart choices.

**Emotional Intelligence:** the ability to easily understand and connect with other people, even adjusting communication styles to better relate to them.

**Entrepreneurship:** the ability to take calculated risks in pursuing a unique business idea.

**Financial Acumen:** a strong understanding and expertise in financial matters, both internal and external.

**Industry Knowledge:** a solid grasp of the history, current challenges, and future opportunities within the industry.

**Influence:** the ability to inspire others in the areas of self-organization, collaboration, and shared commitment to achieving goals.

**Interpersonal Skills:** the ability to communicate and interact with others in a way that generates respect and trust.

**Moral Courage:** the confidence to do the right thing for your people, your organization, and your customers.

**Strategic Thinking:** the ability to carefully think through challenges and opportunities before developing and implementing a strategy.

**Talent Development:** the ability to attract, develop, and retain top talent.

**Vision:** the ability to craft, communicate, and engage others in the long-term direction and goals of the organization.

\*From *Who Comes Next?* by Mary C. Kelly, PhD & Meridith E. Powell, MBA