

## 21 Laws Leadership Evaluation

*The 21 Irrefutable Laws of Leadership* by John C. Maxwell

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

0 Never

1 Rarely

2 Occasionally

3 Always

### 1. THE LAW OF THE LID

*Leadership Ability Determines a Person's Level of Effectiveness*

- \_\_\_\_\_ a) When faced with a challenge, my first thought is, *Who can I enlist to help?* not *What can I do?*
- \_\_\_\_\_ b) When my team, department, 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

### 2. THE LAW OF INFLUENCE

*The True Measure of Leadership Is Influence– Nothing More, Nothing Less*

- \_\_\_\_\_ 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 settings, 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

### 3. THE LAW OF PROCESS

*Leadership Develops Daily, Not in a Day*

- \_\_\_\_\_ 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

### 4. THE LAW OF NAVIGATION

*Anyone Can Steer the Ship, but It Takes a Leader to Chart the Course.*

- \_\_\_\_\_ a) I spot problems, obstacles, and trends that will impact the outcome of initiatives the 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 the organization.

\_\_\_\_\_ TOTAL

### 5. THE LAW OF ADDITION

*Leaders Add Value by Serving Others*

- \_\_\_\_\_ 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 forward to make things better for the people I lead.
- \_\_\_\_\_ c) I find great personal satisfaction in helping other people become more successful.

\_\_\_\_\_ TOTAL

### 6. THE LAW OF SOLID GROUND

*Trust Is the Foundation of Leadership*

- \_\_\_\_\_ a) The people I lead confide in me regarding sensitive issues.
- \_\_\_\_\_ b) When I tell someone in the organization that I will do something, he can count on me to follow through.
- \_\_\_\_\_ c) I avoid undermining others or talking behind their backs.

\_\_\_\_\_ TOTAL

## **7. THE LAW OF RESPECT**

*People Naturally Follow Leaders Stronger Than Themselves*

- \_\_\_\_\_ 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

## **8. THE LAW OF INTUITION**

*Leaders Evaluate Everything with a Leadership Bias*

- \_\_\_\_\_ 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

## **9. THE LAW OF MAGNETISM**

*Who You Are Is Who You Attract*

- \_\_\_\_\_ a) I am satisfied with the caliber of people who report to me.
- \_\_\_\_\_ b) I expect 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

## **10. THE LAW OF CONNECTION**

*Leaders Touch a Heart Before They Ask for a Hand*

- \_\_\_\_\_ 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

### **11. THE LAW OF THE INNER CIRCLE**

*A Leader's Potential Is Determined by Those Closest to Him*

- \_\_\_\_\_ a) I am strategic and highly selective about which people are closest 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

### **12. THE LAW OF EMPOWERMENT**

*Only Secure Leaders Give Power to Others*

- \_\_\_\_\_ 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

### **13. THE LAW OF THE PICTURE**

*People Do What People See*

- \_\_\_\_\_ 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

### **14. THE LAW OF BUY-IN**

*People Buy into the Leader, Then the Vision*

- \_\_\_\_\_ 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 commitment to the vision.
- \_\_\_\_\_ c) Even when my ideas are not very good, my people tend to side with me.

\_\_\_\_\_ TOTAL

### **15. THE LAW OF VICTORY**

*Leaders Find a Way for the Team to Win*

- \_\_\_\_\_ 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

### **16. THE LAW OF THE BIG MO**

*Momentum Is a Leader's Best Friend*

- \_\_\_\_\_ 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

### **17. THE LAW OF PRIORITIES**

*Leaders Understand That Activity is Not Necessarily Accomplishment*

- \_\_\_\_\_ 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

### **18. THE LAW OF SACRIFICE**

*A Leader Must Give Up to Go Up*

- \_\_\_\_\_ 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

## 19. THE LAW OF TIMING

*When to Lead Is As Important As What to Do and Where to Go*

- \_\_\_\_\_ 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 people are ready for an idea.
- \_\_\_\_\_ TOTAL

## 20. THE LAW OF EXPLOSIVE GROWTH

*To Add Growth, Lead Followers– To Multiply, Lead Leaders*

- \_\_\_\_\_ 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

## 21. THE LAW OF INFLUENCE

*A Leader's Lasting Value is Measured by Succession*

- \_\_\_\_\_ a) I possess a strong sense of why I am in my job 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

- 8 – 9 This law is in your strength zone. Make the most of this skill and mentor others in this area.
- 5 – 7 Target this law for growth. You have potential to make it a strength.
- 0 – 4 This is a weakness. Hire staff with this strength or partner with others in this area.