

## A Tongue-in-Cheek Look at Executive Leadership

- Are you the kind of leader that excites your CEO?
- Do your peers seek you out?
- Do people beg to transfer to your department?
- Are you at the top of the succession list?

*Take this quiz to see where you stand. Choose **one** answer for each of the 9 questions—*

**1. To what extent do you actively mold the culture of your department or business unit?**

- I decide what's right for my area.
- I want to make changes but it's very difficult.
- The only mold around here is under my arms.

**2. How often do you exceed the expectations of upper management?**

- At least once a year I step outside the box and do something extraordinary.
- A few years ago I took a risk and it paid off.
- I try to stay below the radar.

**3. How strong is your support staff?**

- All my people are A or B-players.
- I have at least one C-player on my team.
- Most of my staff is in detention.

**4. How many of your colleagues would join you to tackle a hairy problem?**

- Several would jump at the chance.
- Maybe one, if it affected them personally.
- My peers are too busy protecting their silos, and so am I.

**5. What is your approach to taking risks?**

- I ask for forgiveness, not permission.
- I ask for permission, not forgiveness.
- I don't ask.

**6. When you speak, who listens?**

- The room gets quiet when I talk.
- If I raise my voice I'll get 10 seconds of airtime.
- My dog is always there for me.

**7. How excited are you by your job?**

- I can't wait to get to work every morning.
- Some of my work is interesting.
- I've been brain-dead for several years now.

**8. To what extent do you measure your impact financially?**

- I track costs and document ROI whenever possible.
- I cut costs when I'm asked.
- Isn't that what the Controller does?

**9. What does your career path look like?**

- I'm first in line for promotion (or I've achieved my perfect job).
- They say I have potential, but no one champions me.
- My resume has been on the street for three years.

(See next page for scoring)

**Scoring:**

Two points for each “a”. One point for each “b”.

**Interpretation:**

15 – 18 points	You're unleashed! Your boss had better beat off the headhunters.
10 – 14 points	You are engaged, performing, and visible to upper management.
5 – 9 points	The forces of darkness are upon you.
0 – 4 points	Your CEO will pay you to go to the competition.

## On a More Serious Note—

CEOs secretly long for more leaders who can:

- Mold a positive, performance-based culture
- Exceed expectations without being asked
- Hire and develop a talented support staff
- Gain the respect and loyalty of their peers
- Show courage to take risks and operate “out of the box”
- Communicate compellingly
- Show excitement for the business plan
- Actively document financial impact
- Be rotated or promoted

Some leaders are born, but most are made. If your score is below 10, you may benefit from a remedial program provided by your manager or HR staff. Even if your score is above 10, you should constantly try to achieve a higher level. We can help you design the best development program for you. You might even qualify for our eyebrow-raising program, *Unleashing the Leader Within*™ (by invitation only).

**For a free consultation to discuss your development, call—**

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**For program information—  
[www.witmerassociates.com](http://www.witmerassociates.com)**

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