



Leadership Potential Assessment Quiz for Non-Managerial Staff

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Instructions: For each statement, choose the option that best describes your usual behavior, feeling, or attitude in your current role. Your honest responses will yield the most accurate assessment.

1. Initiative

When confronted with a challenge in my role...

- a) I take the initiative to find a solution, even if it's outside my usual duties.
- b) I try to find an answer but seek guidance if I get stuck.
- c) I wait for someone else to notice and address the problem.
- d) I assume it's not my responsibility.

2. Teamwork

When working in a team setting...

- a) I often find myself naturally taking a lead in discussions.
- b) I contribute actively but don't steer the conversation.
- c) I mostly listen and speak up only when asked.
- d) I prefer to stay in the background and observe.

3. Feedback

When I receive feedback...

- a) I listen carefully, ask clarifying questions, and adjust my approach.
- b) I appreciate positive feedback but get defensive with criticism.
- c) I tend to dismiss it if I don't agree.
- d) I feel discouraged and unmotivated.

4. Problem-Solving

When faced with a difficult problem...

- a) I break it down into smaller tasks and address each systematically.
- b) I brainstorm potential solutions with peers.
- c) I tend to feel overwhelmed and need guidance.
- d) I avoid it hoping it'll resolve itself or someone else will handle it.

5. Learning & Growth

In terms of professional development...

- a) I actively seek out learning opportunities to grow my skills.
- b) I attend trainings if they're provided or mandated.
- c) I'm not really interested in further training.
- d) I avoid additional training as it feels like extra work.

6. Communication

When expressing my ideas or concerns...

- a) I articulate them clearly, providing examples and context.
- b) I share them but sometimes struggle to get my point across.
- c) I keep them to myself fearing they might be rejected.
- d) I prefer not to share to avoid potential conflict.

7. Vision & Future Planning

Thinking about my professional future...

- a) I have a clear vision and set short-term and long-term goals.
- b) I have a vague idea of where I want to be.
- c) I haven't really thought much about it.
- d) I prefer to just go with the flow and see where it takes me.

Scoring:

For every:

- **a)** answer, award yourself **4** points.
- **b)** answer, award yourself **3** points.
- **c)** answer, award yourself **2** points.
- **d)** answer, award yourself **1** point.

Results:

28-22 Points: High leadership potential. You exhibit many traits of a budding leader. Consider seeking mentorship to further cultivate these qualities.

21-15 Points: Moderate leadership potential. You possess some leadership traits, but there are areas to refine. Seek opportunities for growth.

14-8 Points: Emerging leadership qualities. With the right training and experiences, you can develop more of these skills. Stay curious and open to feedback.

Leadership potential isn't defined solely by one's current role. Regular introspection and active participation in growth opportunities can pave the way for leadership roles in the future.