Provide

Self Evaluation and Reflection Tool

Choose two people that look to you for leadership. Write their names above the columns. **Rate yourself on a scale of 1 to 5 on how well you are providing the following.** (This is not an evaluation of them, but of yourself as their leader.)

| **What a leader must provide:** | **Description:** | **Person 1:** | **Person 2:** |
| --- | --- | --- | --- |
| **1. Yourself** | Your time, energy, and attention |  |  |
| **2. Affirmation** | Praise and recognition |  |  |
| **3. Meaningful Work** | Appropriate and challenging roles and tasks |  |  |
| **4. Freedom** | The authority and permission to do the work |  |  |
| **5. Accountability** | For authenticity, follow through, and results |  |  |
| **6. Guidance** | Feedback, advice and correction |  |  |
| **7. Boundaries** | Policies and limits to ensure healthy sustainability |  |  |
| **8. Step up** | Development opportunities and introductions for their future |  |  |
| **9. Second Chances** | Forgiveness and fresh starts |  |  |

Written reflection: What is becoming more clear about your leadership from this self evaluation?

For person #1: What are one or two things you will change in your leadership towards them? Make a plan for your next one to one meeting with them.

For person #2: What are one or two things you will change in your leadership towards them? Make a plan for your next one to one meeting with them.