



## SELF-ASSESSMENT OF A LEADER

### What makes a good leader?

Whether you are questioning your management style or the management style of one of your employees, this self-assessment will allow you to ask the right questions in order to improve leadership within your company.

**ON A SCALE OF 1 TO 3, TO WHAT EXTENT DO YOU ADOPT THESE BEHAVIORS?  
(1 being "not at all", 2 being "a little" and 3 being "a lot")**

<input type="text"/>	I support the autonomy of my employees
<input type="text"/>	I leave room for initiative and error while offering coaching
<input type="text"/>	I know how to delegate
<input type="text"/>	I try to enrich the tasks of my employees
<input type="text"/>	I give recognition and feedback
<input type="text"/>	I clearly state expectations and objectives
<input type="text"/>	I promote skill development
<input type="text"/>	I promote team spirit and communication within and between teams
<input type="text"/>	I manage conflicts in a proactive way
<input type="text"/>	I address issues directly and without delay
<input type="text"/>	I make sure to prioritize integrity in processes, decisions and relationships

**YOUR RESULT :** \_\_\_\_\_

**From 11 to 18** = Changes should be made

**From 19 to 25** = There is room for improvement

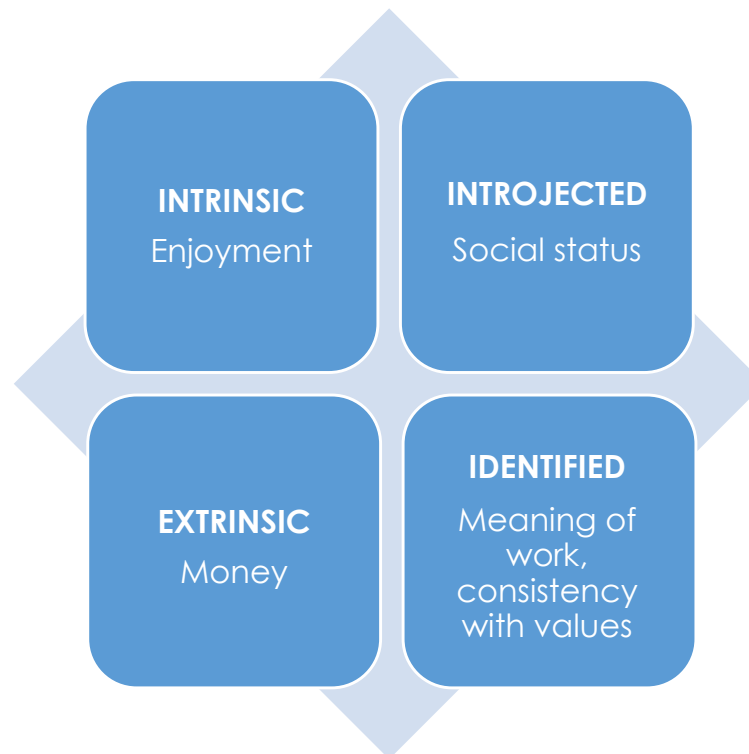
**From 26 to 33** = You are a good leader!



## THE BEHAVIORS OF A GOOD LEADER :

A good leader will be able to stimulate the identified motivation of his employees. In other words, the meaning of their work and the alignment of their work with their values. Studies show that identified motivation has the strongest correlation with long-term performance and commitment.

### The 4 types of motivation





### Acting on the levers of motivation

The role of the leader is to act positively on the levers that stimulate the employee's identified motivation. These levers will satisfy the following needs:

AUTONOMY	COMPETENCE	BELONGING
<ul style="list-style-type: none"><li>• Free choice to engage in activities</li><li>• Being in charge of their own behaviour</li></ul>	<ul style="list-style-type: none"><li>• Facing challenges</li><li>• Being able to tackle them successfully</li></ul>	<ul style="list-style-type: none"><li>• Sense of belonging: trust and respect</li><li>• Desire to be considerate of colleagues</li></ul>

The leader must be aware of the needs of his employees. They must therefore know them personally while remaining within a professional framework.