

Leadership Self Assessment #5

Are You Creating A Cicada Habitat?

By Kendall C. Wright, President of Entelechy Training and Development, Inc.

Contained in this assessment are ten activities comprising 5 critical tactics to ensure your sphere of influence isn't plagued by the Cicada Syndrome. Using the scale below, please rate yourself in your current role or position by circling the appropriate number. **(Be Honest!)**

-2
Never
-1
Almost Never
0
Uncertain
3
Almost Always
5
Always

1	I consciously & intentionally accommodate differing communication styles	-2 -1 0 3 5
Next Steps		
2	I proactively probe for problems and perspectives	-2 -1 0 3 5
Next Steps		
3	I recognize team members for their insights and innovation	-2 -1 0 3 5
Next Steps		
4	I utilize resource groups and affinity groups to broaden my perspectives	-2 -1 0 3 5
Next Steps		
5	I create an environment for open and candid discourse	-2 -1 0 3 5
Next Steps		
6	I challenge others to be more aware of organizational dynamics	-2 -1 0 3 5
Next Steps		
7	I recognize team members for voicing concerns and reservations	-2 -1 0 3 5
Next Steps		
8	I have learned from those who hold differing ideas and perspective	-2 -1 0 3 5
Next Steps		
9	I "monitor" the distribution of airtime and face time within my group	-2 -1 0 3 5
Next Steps		
10	I personally follow up within 48 -72 hours after a meeting	-2 -1 0 3 5
Next Steps		

Leadership Self Assessment #5 con't

Are You Creating A Cicada Habitant?

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Now that you have completed the survey, here's how to interpret your results. This simple tool will allow you to identify areas that may currently be strengths or opportunities for improvement.

Plot your responses in the matrix below. Each critical tactic has two activities identified in the survey. The colors correspond to the specific tactic.

Critical Tactic	Score		Totals
Stop Assuming			
Be A Facilitator			
Follow Up			
Reward Participation			
Embracing Differing Perspectives and Approach			
Grand Total			

After plotting your responses, find the sum for each critical tactic (row score). Then find the sum for the totals column.

Row scores of 6 or better represent strengths, scores below 6 indicate an area of improvement. Grand totals score of 30 or higher are highly desirable.

The higher your grand totals score the less likely that your environment is conducive to cicadas.

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Kendall C. Wright, "The Actualizer," CEO of Entelechy T&D, Inc., helps business leaders -at all levels- fulfill the hard parts of their job descriptions. He is the author of *Affirming and Confirming SuccessFUL Living* and most recently released *Conversations On Success*, featuring insights from Les Brown, James Kouzes and other top tier international speakers. Find free resources at www.EntelechyCan.com. Contact us at Kendall@EntelechyCan.com or 513.860.4934.