

Leadership Self Assessment #3

M.A.R.S. Evaluation

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

Actualizing Leaders embrace and embody the acronym M.A.R.S.

Using the scale below, please rate yourself in your current role or position of leadership by circling the appropriate number.

1 = Almost never 2 = Seldom 3 = Sometimes 4 = Often 5 = Almost always

I Model effective behaviors	1	2	3	4	5
I make sure Accountability is the norm	1	2	3	4	5
I Respect the Psychological Proximity "P ² Q" of my team (see note below)	1	2	3	4	5
I Set clear, Set high, Set realistic goals	1	2	3	4	5

Sum of Responses _____

Find the sum of your responses, then multiply that sum by 5, lets see how you do!

_____ x5 = _____

A total score of 85 or more aligns with effective leadership.

* **Psychological Proximity:** The anticipated level of acceptance and comfort expected in an interaction. As the expected level of acceptance and comfort declines, the psychological proximity is said to expand. There is, in fact, an inverse correlation between psychological proximity and perceived comfort and acceptance. This can influence how a leader coaches, mentors, advocates for and or disciplines a direct report.

**Excerpted from Actualizing Leadership M.A.R.S. inventory

©Kendall C. Wright

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.