

# The LEA Self-Assessment Tool

## for CEOs and Executives

This 3-minute self-assessment will help you determine if the Leadership Environment Assessment (LEA) is right for you now or in the near term. Please rate each statement on a scale from "Strongly Disagree" to "Strongly Agree".

### LEA SUITABILITY STATEMENTS

<i>Please tick the column that most reflects your level of agreement with the following statements:</i>	<i>Strongly disagree</i>	<i>Disagree</i>	<i>Neutral/ Not sure</i>	<i>Agree</i>	<i>Strongly agree</i>
<b>1.</b> I see our senior leaders as the primary drivers of organisational and cultural transformation and performance.					
<b>2.</b> I am looking for (new) insights into the enabling factors and barriers to senior leader impact.					
<b>3.</b> I aim to attract and retain high-performing senior leaders over time in a competitive market.					
<b>4.</b> I am keen to address succession gaps and bolster the leadership talent pipeline.					
<b>5.</b> I wish to see greater return on investment and traction from our leadership development investments.					
<b>6.</b> I am seeking to more strongly align (my) leaders with the future vision, and with each other.					
<b>7.</b> I am keen to find (new) ways to continuously enhance leadership team dynamics and relationships.					

## LEA SUITABILITY STATEMENTS *cont.*

<i>Please tick the column that most reflects your level of agreement with the following statements:</i>	<i>Strongly disagree</i>	<i>Disagree</i>	<i>Neutral/ Not sure</i>	<i>Agree</i>	<i>Strongly agree</i>
<b>8.</b> I feel the need to augment in-house expertise to more strongly support senior leader development.					
<b>9.</b> I want to uncover real and potential blind spots that may hinder the impact of our senior leaders.					
<b>10.</b> I feel I could manage the complexity and noise around leadership initiatives even more effectively.					
<b>11.</b> I believe there is untapped potential in the leadership team that, once unlocked, can drive significant impact.					
<b>12.</b> I have some urgency around two or more of the above items.					

### REFLECTION

Look over your responses and notice where most fell – were they on the left- or right-hand side of the shaded column?

With more responses on the right, it suggests you'd benefit significantly from the Leadership Environment Assessment process. If most of your responses fell on the left, it may not be as suitable for you at the moment.

With more answers on the right, consider how the LEA may be able to help you with the insights and prioritised actions to reshape your leadership environment for greater impact.

### NEXT STEP

If you've found this self-assessment raised topics, questions or curiosities you'd like to talk through, please contact Elisa on 0408 864 182 or at [elisa@futurecrafters.com.au](mailto:elisa@futurecrafters.com.au) and we'll help you work up an action plan.