

Building trust

Leader Self-Diagnosis

- Rate yourself for each of the following statements on a **scale of 1 to 10** (10 = 100% agreement).
- Identify your **areas of excellence** and your **areas of vigilance**.
- Commit to **strengthening** certain practices and evolving **others**.



In an era of profound and continuous transformations, modernizing leadership is an imperative necessity for any organization wishing to evolve and sustain its activities.

Are your executives, managers, or professionals aware of their immense potential and do they aspire to harness their power to influence their environment, the people they support, and organizational results?

What means will be essential for them to establish unshakeable trust within their teams, promote employee well-being and optimize performance?

LeaderZone is a collective of passionate experts dedicated to supporting your emerging and seasoned leaders in their development. For us, leadership development is a continuous learning journey aimed at innovative progression and sustainable results.

Let us help you inspire your leaders to be leaders!

*Want to self-assess to improve? A monthly **DIAGNOSTIC (free)***

<https://leaderzone.ca/en/diagnostic>

CREDIBILITY

| Inspire trust | | Have trust in | |
|--|--|--|--|
| I am recognized for my technical and management skills. | | I assign tasks and responsibilities corresponding to the skills and abilities of my colleagues. | |
| I have integrity, I keep my promises, and I deliver according to my commitments. | | I know the aspirations and limits of my colleagues. I encourage them to develop their full potential. | |
| I remain transparent and explain the meaning of my actions. | | My colleagues are committed to deliver quality results that meet expectations. | |
| I recognize my limits, and I dare to be vulnerable. | | The climate of psychological safety within the team allows everyone to admit their vulnerabilities without judgment. | |
| I turn my failures into learning opportunities. | | My colleagues take initiative and know when it is essential to consult me. | |

I agree to:



CONNECTION

| Inspire trust | | Have trust in | |
|--|--|---|--|
| My personal values are demonstrated daily through my decisions and actions. | | My colleagues adhere to the values we have agreed on as a team. | |
| I invest quality time in talking regularly with each employee. | | I listen to my colleagues' problems and respond to their needs. | |
| I am empathetic and I remain kind, despite the pressures. | | I am interested in the reality of my colleagues, and I make the necessary accommodations. | |
| I make sure that everyone is respected for their uniqueness and I promote belonging to the team and the organization. | | I consult with my colleagues to ensure that the climate is respectful and promotes the inclusion of everyone. | |
| I facilitate collaboration between team members and I put myself at the service of the success of everyone and of the whole. | | My colleagues listen to their colleagues and know when to ask for and offer help. | |

I agree to:



FRAME

| Inspire trust | | Have trust in | |
|--|--|--|--|
| I clearly communicate my vision and expectations with conviction and passion. | | I involve my colleagues in strategic or operational thinking. | |
| I aim for excellence and I guarantee the means necessary to achieve it. | | I constructively confront our ways of doing things with the aim of improving our efficiency. | |
| I align my personal goals with those of the team and the organization. | | I support my colleagues in achieving their results, without falling into micromanagement. | |
| I am vigilant about toxic behavior, stand up for what is right, and protect the interests of the team. | | I anticipate conflicts, take action to avoid them or play a mediator role to resolve them quickly. | |
| I am proud to promote the successes of my colleagues throughout the organization. | | I engage in regular constructive feedback conversations and empower my colleagues to take development initiatives. | |

I agree to: