



	1	2	3	4	5
17. I use active listening skills.					
18. I am open to new ideas.					
19. I explain reasons for decisions.					
20. I support team members' professional growth.					
21. I express forgiveness to others.					
22. I manage conflict in productive ways.					
23. I see beyond roadblocks.					
24. I explain the reasons for specific tasks.					
25. I clarify team expectations and roles.					
26. I encourage team members to restore relationships.					
27. I communicate support to team members.					
28. I promote team members' accomplishments.					
29. I seek input on setting goals.					
30. I support team growth and professional development.					

# Scoring Sheet

- **Leadership Virtues in Action** refer to the capacity for leaders to show gratitude, compassion and forgiveness to team members.
- **Positive Communication** refers to the capacity of leaders to offer constructive feedback and to manage team relationships in a genuine and positive manner.
- **Energizing Skills** refers to the capacity of leaders to energize team members with enthusiasm, vitality, openness and optimism.
- **Motivational Knowledge and Skills** refers to the capacity of leaders' to engage knowledge about team members' strengths, interests and values in workplace routines and activities.
- **Operational Tasks** refers to the capacity of leaders to maintain regular contact with team members through individual and team meetings, offering role clarification as needed.

Add the rating scores for each Positive Leadership Capacity

Leadership Virtues in Action  
(Statements 1+6+11+16+21+26 )= \_\_\_\_\_

Positive Communication  
(Statements 2+7+12+17+22+27)= \_\_\_\_\_

Energizing Skills  
(Statements 3+8+13+18+23+28)= \_\_\_\_\_

Motivational Knowledge and Skills  
(Statements 4+9+14+19+24+29)= \_\_\_\_\_

Operational Tasks  
(Statements 5+10+15+20+25+30)= \_\_\_\_\_

Once you have calculated your totals, identify which Positive Leadership Capacities are the highest and think about how you apply them in your current work context.

Based on your ratings, think about Positive Leadership Capacities that you might consider *further developing or applying in the future.*