

## Measures of an Adaptive Leadership Culture

Name: \_\_\_\_\_

Please Circle:

Legislature: \_\_\_\_\_

M/F

Country: \_\_\_\_\_

Legislator/Staff

### Visions/goals articulated, aligned and alive

Does your team dedicate time to reflection, taking stock, and learning about how to identify and fulfill a shared vision and mission?

(-) 1 - 2 - 3 - 4 - 5 - 6 - 7 - 8 - 9 - 10 (+)

### Shared accountability and responsibility

To what extent do team members share a concern for the team's overall effectiveness and results rather than just attending to their own owning territory, department, division or charge?

(-) 1 - 2 - 3 - 4 - 5 - 6 - 7 - 8 - 9 - 10 (+)

### Private conversations brought into leadership/team meetings

We all have private conversations with ourselves or with our friends about the "real" issues going on. To what degree do these issues come into the center of the room and get talked about explicitly? To what extent are there structures and discrete invitations to bring these things into the light?

(-) 1 - 2 - 3 - 4 - 5 - 6 - 7 - 8 - 9 - 10 (+)

### Smart risk taking rewarded

Is there a culture of playing it safe or are you encouraged to experiment with new ideas, new approaches? Are you rewarded for a worthy effort, even if it fails?

(-) 1 - 2 - 3 - 4 - 5 - 6 - 7 - 8 - 9 - 10 (+)

### Diversity and voices of dissent honored

Most organizations have someone who raises the issues that are uncomfortable for everyone to talk about. Does this happen here? To what degree do they get supported and given space as opposed to being marginalized and silenced? To what extent is the behavior of raising tough issues on behalf of the mission rewarded?

(-) 1 - 2 - 3 - 4 - 5 - 6 - 7 - 8 - 9 - 10 (+)

### Individual growth (personal and professional) nurtured

Is personal and professional growth nurtured and encouraged? Is there encouragement to develop new skills and advance within the organization? Is the development of future leadership encouraged?

(-) 1 - 2 - 3 - 4 - 5 - 6 - 7 - 8 - 9 - 10 (+)