



# How to Start a Small Business

## Test Your Leadership Potential:

**Are you a born leader who can naturally motivate and influence others?**

Many leadership characteristics can be learned with time and experience. Many others are inborn or natural to the individual. These are the people who have been leaders since kindergarten. They are the born leaders.

There are several keys to strong leadership abilities. Many are beyond the obvious. Take this assessment to find out how strong the leader in you is. The results will tell you whether you have what it takes naturally and have all the learned skills or whether you could work on learning some more leadership skills.

Please complete all items. Rate each item on a scale of 1-5. Please choose one number and do not write a decimal, such as 3.5. Select the answer that best represents your feelings, thoughts, and behaviors regarding your leadership characteristics. Choose how true each statement is for you.

|           |   |   |   |           |
|-----------|---|---|---|-----------|
| 1         | 2 | 3 | 4 | 5         |
| Less True |   |   |   | More True |

| Statements   | Responses |
|--|-----------|
| 1. I remember being an “organizer” when I was young- I would plan birthday parties, sleepovers, school trips...whenever something exciting was going on, you could be sure that I was at the head of it. | _____     |
| 2. When trying to build and lead an effective team, I help the team members to become committed to the success of the team as well as to their personal success.   | _____     |
| 3. Whenever I have been involved in projects, I almost always enjoying serving as the team leader or project manager.  | _____     |
| 4. I have always had a knack for getting people worked up and inspired around various important issues.  | _____     |
| 5. I seem to be very skilled at generating trust among employees and team members.   | _____     |

| Statements  | Responses |
|---|-----------|
| 6. Words that others would use to describe me include, “driven, focused, inspirational, and empowering.”  | _____     |
| 7. Teachers and professors have told me that I have a unique ability to gather people and encourage them to get involved with various projects.   | _____     |
| 8. I have been told that my abilities to be highly decisive and focused have helped to improve my team’s performance.   | _____     |
| 9. When I was back in school, my teachers used to say that I would be an excellent leader someday.  | _____     |
| 10. I provide my team members with praise and helpful feedback.   | _____     |
| 11. I hold myself and team members to a high level of excellence but not to rigid standards of perfectionism.   | _____     |
| 12. In leading an effective team, I typically help the team to be creative and avoid groupthink (cohesiveness to the point of reduced creativity).  | _____     |
| 13. When I think about my career path, one of my primary goals has always been to obtain a top leadership position.   | _____     |
| 14. I remember starting different social or professional clubs or organizations when I was younger.   | _____     |
| 15. If my parents or other family members were asked about my traits when I was a child and teenager, they would say that I loved directing people and activities.                            | _____     |
| 16. I provide a great deal of feedback to people on my team.  | _____     |
| 17. I have always really enjoyed orchestrating activities, whether they are projects at work, outings with friends, or surprise parties, I’ve always loved being at the heart of the process. | _____     |
| 18. It is typical for me to think about how much I enjoy helping others to do their jobs the best that they can.  | _____     |
| 19. People have often told me that I am able to get team members committed and energized for new projects.  | _____     |

| Statements   | Responses |
|--|-----------|
| 20. I like to encourage the people I lead to be autonomous individually and also interdependent within the team.   | _____     |
| 21. I have received positive feedback several times about my leadership abilities.   | _____     |
| 22. I always used to volunteer to be the team captain in gym class or in school projects.  | _____     |
| 23. I understand the stages of team development, such as forming, conforming, storming, and performing very well.  | _____     |
| 24. When I was in college (or high school), I began at least one major project, activity, or campus organization and appointed myself as the president or coordinator. | _____     |
| 25. Leading a group of people to victory (or defeat as long as we did our best) is among my favorite things to do.   | _____     |
| 26. People close to me tell me that I need to pursue leadership positions since I seem to be naturally gifted in this area.  | _____     |
| 27. I have always been good at recognizing different people's core competencies and helping them to develop these areas.   | _____     |
| 28. If I could choose my dream job, it would definitely be something that involves leading and motivating people.  | _____     |
| 29. When I talk, people seem to truly listen and take action on my ideas.  | _____     |
| 30. I remember many times in which I took the lead on projects and got excellent feedback from all people involved.  | _____     |

## **Score Interpretations**

### **Total Score 101-150**

This score indicates a high likelihood that you are a born leader. You may be naturally charismatic, inspiring, and credible to others. You are likely to be someone who has not had to develop too many leadership skills because many of them come naturally to you. You can trace back instances of successful leadership to your youth and you are likely to have continued being a strong leader over time. You are also likely to have built up your skills in motivating, empowering, and leading others, and are strong in building and managing an effective team. It does not appear that you come across as manipulative or coercive as a leader, instead that you appear genuine and supportive. As a born leader, you are likely to be able to truly influence others towards success.

### **Total Score 51-100**

Your score indicates a high likelihood that you have some qualities of a natural leader. You may have some of the characteristics of someone who has internal capabilities of motivating and inspiring others. You may have begun your leadership behaviors at a young age, and probably were involved on and off in various leadership roles. While you certainly have some characteristics of an inborn effective leader, there are other qualities that you may wish to develop. You might benefit from improving specific teambuilding or team leading skills. You may be inconsistent in a few of your leadership qualities, such as delegating, empowering, or organizational skills. If you build up these skills, it is likely that you will become an effective and inspirational leader.

### **Total Score 0-50**

Your score indicates that it is likely that you are not a natural leader. It is likely that you are someone who has typically preferred to be a team member rather than a team leader. You may have discomfort with being the one in authority or the one in charge. At times you may feel that you don't like being "bossy" or telling others what to do. People do not tend to look to you for direction and guidance. Growing up, it is unlikely that you were the person organizing or rallying everyone around a cause. This does not necessarily mean that you were shy or anti-social rather, it means that you tended to take a back seat. You may have developed or worked on some of your leadership abilities, which may be improved, but overall, it is likely that there is still some work to do.

**Disclaimer:** This assessment is not intended to provide a psychological or psychiatric diagnosis and your completion of the test does not indicate a professional counseling or coaching relationship with the creators or administrators of the test.

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