

Leaders Questionnaire - Empowerment Motivation For Employees - Walking the Talk

This questionnaire on employee motivation focuses on the role of leaders in empowering employees and improving motivation. Answer the questions honestly to score your motivational capability.

- I arrive at the office on time and do not leave early.
- I expect the same levels of accuracy in my own work as my employees'.
- I do not blame others. I take responsibility for my part in mistakes.
- I encourage a 'no blame' culture where staff are able to admit mistakes and learn from them.
- I do not keep secrets from my employees.
- I do not encourage gossip or rumour.
- I set high ethical standards for my behaviour towards employees and hold myself to those standards.
- I ensure that staff have the training they require.
- I participate in training to improve my own skills and competencies.
- Employees have an active role in developing objectives for themselves, their team and the company as a whole.
- I regularly check that objectives between different parts of the team or company are congruent. Everyone pulls together for the same end rather than competing for different results.
- I have a clear system for handling employee discontent.
- Employees are aware of the system for handling discontent and feel encouraged to use it to address problems.
- Members of my team do not ask me simple questions. Significant matters are brought to my attention. But smaller challenges are considered and resolved by those responsible. I am not bothered by minor matters.
- I do not build rapport with my team by sharing my weaknesses and fears. I am honest but professional.
- Employees are encouraged to make mistakes.
- Employees tell me when mistakes have been made, how they have been rectified and what the key learnings are from such mistakes.
- I have a coach or mentor who keeps me focused and motivated about my work.
- I do not teach. Instead I lead, share, encourage and stimulate team members to grow, develop and learn.
- I trust my staff.

Total score

Interpretation:

15 to 20: Well done. You are walking the talk. Of those statements you were unable to tick, which ones would you like to work on?

10-14: The basics are there. Now you need to upgrade. What would need to change for you to score 15 or more?

5-9: You need to raise your standards. Some essential systems are missing in terms of empowerment motivation for employees. Commit to raising your score to 15 in the next 3 months.

0-4: You can probably see the results of your lack of integrity in your team. Take three simple steps to improve employee motivation immediately. Commit to raising your score to 15 in the next 6 months.

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