

Part2—individual team member Assessment—Leader's point of view

Level 1

Yes No This person acknowledges you as his or her leader.

这个人认为你是他的领导者。

Yes No This person would agree that you are suited for the leadership position you hold.

这个人赞同你适合你现在所处的领导职位。

Yes No This person would acknowledge that your position as an opportunity to your

place at the leadership table, not as a privilege to be used for personal advancement.

这个人认为你把领导职位作为一个踏入领导力门槛的机会，而非个人晋升的特权。

Level 2

Yes No You know things about this person's family and personal life outside of his or her

work.

你了解这个人的家以及他或她在工作以外的个人生活情况。

Yes No You know this person's strengths and weaknesses.

你知道这个人的个人强项与弱点。

Yes No You know this person's hopes and dreams.

你了解这个人的希望和梦想。

Yes No You are committed to helping this person succeed in his or her work.

你致力于帮助他或她成功地完成他或她的工作。

Yes No This person trusts you and you trust him or her.

这个人信任你并且你也信任他或她。

Level 3

Yes No This person respects your professional ability and qualities.

这个人尊重你的专业能力和素养。

Yes No This person asks for your advice and expertise.

这个人向你征求建议和经验。

Yes No This person has become more productive because of your influence.

因为你的影响，他或她的工作变得更高效。

Yes No This person would acknowledge that the team is more productive because of your leadership.

这个人承认由于你的领导，整个小组变得更加高效。

Yes No This person would agree you're your team contributes to the vision and purpose

of the organization.

这个人认可你们团队为整个组织的愿景和目标所做出的贡献。

Level 4

Yes No You have given this person specific training that has helped him or her to perform better.

你给过这个人具体的培训以帮助他或她表现得更好。

Yes No You have mentored this person or put him or her in a development process that

has helped him or her to become a better leader.

你指导过这个人或者将他或她置于一个成长的过程里，从而帮助他或她变成一个更优秀的领导者。

Yes No This person is now leading others because you have given opportunities and training for him or her to lead.

因为你给予的机会和培训，这个人现在已经在领导其他人。

Yes No This person is consistently loyal and supportive, and always gives you the benefit of the doubt.

这个人一直是忠诚的并支持你，而且总能直面你的质疑。

Yes No This person is not only leading others but has trained those he or she leads to develop leaders thanks to your input.

由于你的投入，这个人不仅仅在领导其他人，而且还培训那些有望成为领导者的人。

Level 5

Yes No This person could step you're your role with a very high probability of success if you were to step down.

如果你要退出的话，这个人有很高的概率能够成功地扮演你的角色。

Yes No This person is your advocate and champions you with other leaders so that you gain others' respect even before you meet them.

这个人是你的拥护者并且在其他领导面前拥护你，所以你在见其他人之前就已经得到了他们的尊重。