

HOW HEALTHY IS YOUR LEADERSHIP?

Instructions: Being an unhealthy leader is not an all or nothing condition; it operates on a continuum that ranges from mild to severe, and may change from one season to the next. Use the list of statements that follow to get an idea of where you're at right now. Next to each statement, choose the number that best describes your response. Use the following scale:

5 = Always true of me

4 = Frequently true of me

3 = Occasionally true of me

2 = Rarely true of me

1 = Never true of me

QUIZ

1. I allocate ample time to understand and work through challenging emotions like anger, fear, and sadness. 1 2 3 4 5

2. I can recognize how elements from my "shadow/false self" impacts my relationships and leadership. 1 2 3 4 5

3. (*If in a committed partnership*): The way I spend my time and energy reflects the value that my partnership — not leadership — is my first priority. 1 2 3 4 5

(*If single*): The way I spend my time and energy reflects the value that living out a healthy singleness — not leadership — is my first priority.

4. No matter how busy I am, I consistently practice solitude and silence. 1 2 3 4 5

5. I regularly engage in mindful reflection and meditation to foster a deeper connection with my inner self and not just in service of leading others. 1 2 3 4 5

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| 6. I practice REST — a weekly twenty-four-hour period where I pause from my work, take a moment to rejuvenate, and appreciate the many gifts life has to offer. | 1 2 3 4 5 |
| 7. I view REST as an essential practices for both my personal well-being and effective leadership. | 1 2 3 4 5 |
| 8. I take time for deep reflection and contemplation when making plans and decisions. | 1 2 3 4 5 |
| 9. I measure the success of planning and decision-making primarily in terms of aligning with core values and purpose (rather than exclusively by measures such as growth metrics, excellence, or expanded impact). | 1 2 3 4 5 |
| 10. With those who report to me, I consistently devote a portion of my supervision time to support their personal growth and well-being. | 1 2 3 4 5 |
| 11. I proactively address performance or behavior concerns with team members. | 1 2 3 4 5 |
| 12. I don't shy away from conversations about the influence and power tied to my role or that of others. | 1 2 3 4 5 |
| 13. I've clearly defined and set healthy boundaries in relationships where roles intersect, such as with friends or family who might also be employees or essential volunteers. | 1 2 3 4 5 |
| 14. Instead of avoiding endings and losses, I embrace them, recognizing them as a fundamental part of the natural ebb and flow of life. | 1 2 3 4 5 |
| 15. I can thoughtfully and considerately let go of initiatives, volunteers, or programs when they aren't aligning well, doing so clearly and with compassion | 1 2 3 4 5 |

REFLECTION:

Take a moment to reflect on your responses. What resonates with you the most?

No matter where you currently stand, the encouraging news is that there's always room for growth and improvement in your leadership journey. Our bodies and minds are remarkably adaptable, capable of change and transformation at any stage of life. So, even if the reality of your leadership situation seems challenging, don't lose heart. Progress and development in emotional intelligence and leadership skills are achievable for anyone willing to put in the effort.

UNDERSTANDING YOUR ANSWERS

Here are some observations to help you better understand the condition of your leadership right now.

If you scored mostly 1's and 2's: If your assessment indicates that your leadership leans more towards the unhealthy side, it's possible that you are operating with the emotional maturity akin to that of a young child. While this realization might seem daunting, it's important to know that this is not an uncommon scenario. Many seasoned professionals, even with years of experience and education in their field, find themselves in a similar position. Developing emotional and professional maturity is a long-term journey that often takes years, if not decades, rather than just days or months. So, take a moment to breathe and relax. Remember, you're not alone in this journey of growth and self-improvement.

If you scored mostly 2's and 3's: You're on your leadership development journey, but you might currently be operating with the emotional maturity akin to that of an adolescent. Your professional life may largely focus on action rather than personal growth, and this could be impacting your well-being. It seems you haven't fully integrated personal values, like work-life balance or prioritizing personal relationships, into your leadership style. While you have some awareness of your strengths, weaknesses, and limitations, there's likely room for further development in this area. Consider exploring deeper self-reflection and more robust personal development practices to elevate both your team's performance and your own professional growth. Be prepared for challenges that will test and enhance both your personal and leadership skills as you progress.

If you scored mostly 4's and 5's: You're on your leadership development journey, but you might currently be operating with the emotional maturity akin to that of an adolescent. Your professional life may largely focus on action rather than personal growth, and this could be impacting your well-being. It seems you haven't fully integrated personal values, like work-life balance or prioritizing personal relationships, into your leadership style. While you have some awareness of your strengths, weaknesses, and limitations, there's likely room for further development in this area. Consider exploring deeper self-reflection and more robust personal development practices to elevate both your team's performance and your own professional growth. Be prepared for challenges that will test and enhance both your personal and leadership skills as you progress.

NEXT STEPS:

1. Listen to the first season of our podcast, “The Overflowing Life”. In the first season we explore many of the topics that enable a leader to grow in healthy ways and escape the distributive patterns that many face

2. Reach out to us. We specialize in helping leaders live full, healthy lives that don't sacrifice the good things outside of work. We'd love to have an exploratory conversation to see how we can help and be a resource for you. **Go to TheChrisAndCo.com/Contact**



*This is adapted from Peter Scazzero's Emotionally Healthy Leadership Assessment in his book "Emotionally Healthy Leadership". For more details visit EmotionallyHealthy.org