End of Year Leadership Progress Assessment
**Time to review progress....**

If we believe that leadership is important but also an important enabler of strategy then measuring leadership progress surely must be the most crucial part of that endeavour.

So, grab a cup of coffee, tea, water, beer, red wine or whatever lubrication suits you best; turn off your phone; switch off the emails and find a quiet place for 20 minutes. Answer these questions to review what progress you have made in your leadership over the last 12 months.

Remember to be honest. This is work on you for you. Self awareness is the necessary starting point for growth.

Enjoy the exercise. Celebrate progress! Take the learning. Start your thinking of where you would like to grow in 2016.

Feel free to pass this resource to all your colleagues for them to review your progress or indeed their own.

Padraig O'Sullivan
Managing Partner
What was the primary thing your role demanded of you as a leader in 2015?

What did you have to do differently to what was done in prior times to meet that demand?
What personal reactive tendencies have you worked to minimise or overcome? To what degree has that worked for you? Think of specific examples here and be honest rather than lenient.

What long term goals did you progress this year? What’s not on our list that should be?
What risky/daring/brave/courageous actions did you take this year that you may not have done previously? How did you do this? What was the impact?

What degree of clarity were you able to give to your team on the expected outcomes you had of them this year?
What degree of empowerment were you able to give to your team on the expected outcomes you had of them this year?

What relationships have you purposefully invested in this year, as a leader, peer, partner, spouse, parent or friend?
What difficult conversations did you have that you may have avoided previously?

What difficult questions remain unanswered?
If you were to give advice, knowing what you know now, to the version of you that existed in January 2015, what would that be?