

WISDOM-BASED LEADERSHIP ASSESSMENT



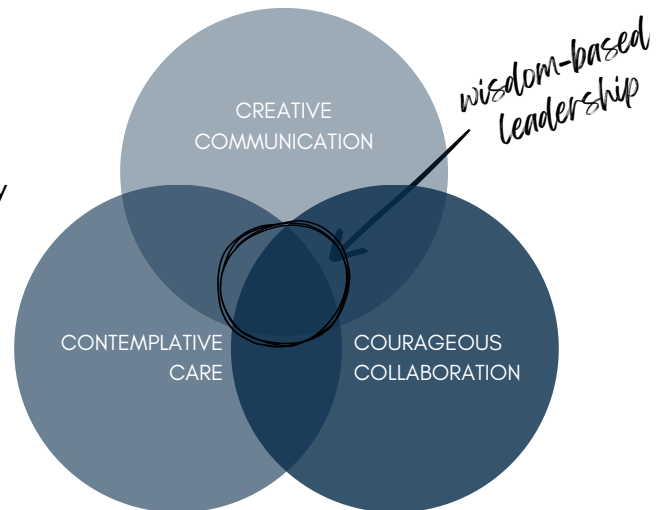
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This framework is an integrated and multidisciplinary approach to leadership for social transformation. In a cultural moment where leadership is too often marked by **individualism**, **transaction**, and **hyperactivity** a new collective of leaders committed to the work of collaboration, communication, and care, with a deeply rooted spiritual nuancing is needed now more than ever in our world.

To be truly transformative, leadership marked by a commitment to deep personal, communal, and spiritual work is required. This work, when engaged with courage and in community, is when *collaboration* becomes *courageous*, *communication*

becomes *creative*, and *care* is rooted in deep *contemplation*. Let's explore each of the competencies in this framework and the correlating practices that help us cultivate them in ourselves and others.



COURAGEOUS COLLABORATION

This competency is about a heart centered leadership that brings people into synergistic movement towards a common goal. Recognizing that this movement must begin with the leader themselves, this competency comprises three unique practices which are: empowerment, encouragement, and embodiment.

CREATIVE COMMUNICATION

This competency is about the power of moving people into action with a robust communication. This specific communication is creative because it is rooted and resourced not only by best practices and strategic models, but those in direct dialogue with spiritual wisdom and justice. This competency consists of three practices: reframing, refocusing, and renewing.

CONTEMPLATIVE CARE

This competency is about the revolutionary care we must provide to those within our organizations and in the communities, we wish to enrich with our work. In order to do that we must first embody the contemplative approach as well as a personal commitment to our own care. This competency consists of three practices which are: solidarity, solitude, and simplicity.

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ASSESSMENT INSTRUCTIONS

Take this assessment to evaluate yourself relative to the 3 competencies of Wisdom-Based Leadership.

Respond as honestly as possible to most accurately discern your areas of development and growth. Use the scale below to indicate how each statement applies to how your teammates or those in your community may see you and your behavior on the team or as a leader. Choose the rating response number you feel best applies to each statement. Record your number in the box to the right of each statement.

Rating Scale: 3 = Usually 2 = Sometimes 1 = Rarely

COURAGEOUS COLLABORATION	I recognize that people, myself included, have intersecting multiple identities (race, class, gender, sex, religion, etc.) that impact the way they view and interact with the world.	
	I believe I have the power within myself to grow as a leader regardless of the position or social identities that I hold.	
	I have clearly defined core values I live by and conduct myself by these every day.	
	I intentionally seek out wisdom, live compassionately and courageously, and model vulnerability to bring about positive change in the lives of others.	
	I am quick to own up to my mistakes publicly and learn from them.	
	I believe that developing my leadership skills will increase my effectiveness.	
	I have a concrete, specific plan to improve my leadership capacity.	
	I learn from leaders of diverse backgrounds to improve my cultural awareness and expand my understanding of myself and of others.	
Total Courageous Collaboration Score:		
CREATIVE COMMUNICATION	I practice active listening when others are sharing.	
	I use questions to cut through the clutter and hear the heart of what someone is sharing, to empower others into agency.	
	I intentionally use my communication to disrupt power imbalances, creating inclusion.	
	I recognize the voices on my team that are not often heard or represented and seek to empower them to share and lead.	
	I use communication that is intercultural, connecting with people of different perspectives and experiences.	
	I can communicate in a way that compels people into personal and collective action.	
	I am not afraid to tell the truth with loving, sober, candor.	
Total Creative Communication Score:		

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CONTEMPLATIVE CARE	I authentically share my own needs and wants on the team.	
	I am sensitive to the needs and desires of others on the team.	
	I am socially engaged and aware of how current events affect members of my team differently.	
	I can easily identify when the workload should be re-prioritized or re-adjusted.	
	I intentionally take time to replenish and recharge.	
	I am often concerned with the needs of those who experience marginalization.	
	I seek to become self-aware about my own internalized biases and prejudice.	
Total Contemplative Care Score:		

SCORING

Remember the purpose of this tool is designed to help you identify and explore the ways in which you are already embodying Wisdom-Based Leadership.

A total of 18 or 17 in this competency can be considered a potential strength.

A total of 16 to 14 in this competency can be considered an area of some development.

A total of 13 or lower can be considered an area in need of tending and cultivation to see growth.

Finally, consider that this tool is meant to above all provide helpful fodder for reflection, conversation and intentionality. The ultimate value is not found in the numbers or scores, but rather the concepts and aspirations of the statements where you may have rated lower.

If you are interested in learning more, check out our [Wisdom-Based Leadership course](#).

