

Lead Ohio: Inspirational Leaders Pre-Assessment Part 1

Welcome to the Lead Ohio: Inspirational Leaders pilot program. The purpose of this Pre-Assessment Part 1 is to guide your evaluation of your knowledge, skills and abilities (KSAs) in order to identify your current strengths and growth opportunities. Here are your action steps:

1. Read each description of skills.
2. Identify your areas of strength in order to determine your current skill level.
3. Meet with your direct manager to have a targeted discussion on your development and training needs.
4. Use this form and the discussion with your manager to design your learning plan for this pilot.

The skills below are grouped into five (5) focus areas covered during the pilot. As you review each skill, please be honest in your response. The Pre-Assessment Part 1 is designed to identify learning opportunities to guide your journey in improving as a manager. **Please complete by April 7th.**

Lead Ohio Topic:		Pilot Program Learner's Description of Skills	Skill Level					Learning Resources	Learning Resources				
			1 - Low	2	3	4 - High	I want to learn		Instructor Led	Webinar	Assessment	Book	Video
Team Building	1	I am able to identify the behaviors and characteristics of a strong team.						Building Better Teams	●				
	2	I have created an action plan for team development.						Building Better Teams	●				
	3	I recognize the key elements that move a team towards engagement.						Building Better Teams	●				
	4	I understand how my leadership style impacts my team's engagement level.						Building Better Teams	●				
	5	I can implement the key elements of engagement into my leadership style.						Building Better Teams	●				
	6	I understand that when teams have cohesion and trust they can solve almost any task.						Building a Great Team: Start with Cohesion and Trust				●	
	7	I understand how to create and maintain a high functioning team.						Proven Strategies for Improving Team Performance				●	
	8	I am able to use team building activities to identify team member values, strengths, and goals.						The Big Book of Team Coaching Games				●	
	9	I am able to use digital team building activities to strengthen my team.						50 Digital Team Building Games				●	
	10	I can determine the correct questions to ask to select an appropriate team building activity.						50 Digital Team Building Games				●	
Strategic Action	11	I understand the components of a strategic action plan.						Enabling Strategic Action	●				
	12	I am able to use the strategic action plan to support decision making.						Enabling Strategic Action	●				
	13	I have developed action steps that link the strategic action plan to each employee's goals.						Enabling Strategic Action	●				
	14	I recognize the behaviors that consistently support employees as they accomplish performance goals.						Enabling Strategic Action	●				
	15	I am accountable for completion of tasks and goals.						Being Accountable				●	
	16	I can see patterns across the strategic plan.						Visual Strategy: A Workbook for Strategy Mapping				●	
	17	I understand the meaning of business execution.						Leadership Essentials - Leading Business Execution				●	
	18	I recognize how to leverage business planning to support business execution.						Leadership Essentials - Leading Business Execution				●	
	19	I leverage the "people" component for effective business execution.						Leadership Essentials - Leading Business Execution				●	
	20	I support business execution through people and practice.						Leadership Essentials - Leading Business Execution				●	

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Change	21	I can define change and recognize its impact.						Leading in New Directions	●				
	22	I can describe the three (3) stages of transition and understand the reactions associated with each stage.						Leading in New Directions	●				
	23	I can identify the major pitfalls of change and leading others in new directions.						How to Avoid the Pitfalls of Change		●			
	24	I can identify strategies for leading others through the change process.						Communicating During Time of Change				●	
	25	I can identify ways to develop employees to share and act on ideas quickly within my organization.						Leading Change at All Levels				●	
	26	I can identify ways to reduce resistance to change.						Resistance to Change in Organizations		●			
Conflict Resolution	27	I can define conflict and its impact.						Overcoming Conflict through Conversation	●				
	28	I understand how to respond to conflict using various conflict management styles.						Overcoming Conflict through Conversation	●				
	29	I recognize the causes of unproductive conflict with others.						Overcoming Conflict through Conversation	●				
	30	I have developed action steps to resolve conflict through positive conversation.						Overcoming Conflict through Conversation	●				
	31	I know ways to reduce the impact of conflict and know when to seek out other resources to manage it.						Overcoming Conflict through Conversation	●				
	32	I understand my style in handling difficult situations & use it effectively to addresses situations as they arise.						Difficult Situations		●			
	33	I utilize conflict resolution skills in order to improve communication and team collaboration.						Using Communication to Resolve Team Conflicts					●
	34	I understand the difference between functional and dysfunctional conflict.						Steps to Resolve Group Conflict					●
	35	I resolve dysfunctional conflict as it occurs.						Steps to Resolve Group Conflict					●
Mentoring	36	I recognize the difference between coaching and mentoring.						Roadmap to Modern Mentoring	●				
	37	I can identify the fundamental elements of modern mentoring.						Roadmap to Modern Mentoring	●				
	38	I use technology to leverage modern mentoring.						Roadmap to Modern Mentoring	●				
	39	I understand my role in supporting mentoring in my agency.						Roadmap to Modern Mentoring	●				
	40	I understand the benefits of mentoring for the mentee, mentor, and organization.						Mentoring Fundamentals	●				
	41	I can identify the four (4) stages of the mentoring process and know the activities at each stage.						Mentoring Skills Assessment		●			
	42	I understand the importance of managing mentoring relationships effectively.						Building and Maintaining Mentoring Relationships	●				
	43	I can openly discuss issues that arise when mentoring others.						Building and Maintaining Mentoring Relationships	●				
	44	I openly discuss interpersonal issues that arise during mentoring.						Building and Maintaining Mentoring Relationships	●				
	45	I understand what elements are needed to create successful mentoring programs.						Designing and Initiating Mentoring Programs	●				
	46	I can identify the fundamentals of an effective mentoring process.						Mentoring Town Hall	●				
	47	I can identify the best practices of mentoring already used within the State.						Mentoring Town Hall	●				