

CASE SELF-ASSESSMENT		
Think about your behavior and consider the extent to which you agree with each statement below . . .	Strongly Disagree	Strongly Agree
COMMUNITY 1. I make sure employees know they are valued members of the team. 2. I establish traditions that bring team members together. 3. I build a strong team identity without creating silos. 4. I build our team's strength by leveraging each person's unique talents.	1 - 2 - 3 - 4 - 5 1 - 2 - 3 - 4 - 5 1 - 2 - 3 - 4 - 5 1 - 2 - 3 - 4 - 5	
AUTHENTICITY 5. My actions align with my stated values. 6. I share personal shortcomings. 7. I "show up" consistently and appropriately in different situations 8. I let myself be known on a personal level beyond title or role.	1 - 2 - 3 - 4 - 5 1 - 2 - 3 - 4 - 5 1 - 2 - 3 - 4 - 5 1 - 2 - 3 - 4 - 5	
SIGNIFICANCE 9. I help individuals see how their work connects to larger goals. 10. I often ask for—and act on—input from team members. 11. I recognize individuals' contributions to our team's success. 12. I provide specific, personalized feedback to team members on how to maximize their talents.	1 - 2 - 3 - 4 - 5 1 - 2 - 3 - 4 - 5 1 - 2 - 3 - 4 - 5 1 - 2 - 3 - 4 - 5	
EXCITEMENT 13. I convey my personal passion about team projects and the work we do. 14. I display an intensity that spurs team members to higher levels of achievement. 15. I celebrate significant individual and team accomplishments. 16. I demonstrate expert knowledge of our business/industry.	1 - 2 - 3 - 4 - 5 1 - 2 - 3 - 4 - 5 1 - 2 - 3 - 4 - 5 1 - 2 - 3 - 4 - 5	
SCORING: Count your 4s and 5s above. Don't add them up; just count how many you have		
No of 4s and 5s	Result	
12 or more	Congratulations. Don't sit on your laurels. Leadership is a relationship that needs constant attention. You need to build your CASE every day.	
7 to 11	Take a look at trends. Are you better at satisfying some needs more than others? How can you address your team's needs while driving the organization's priorities?	
6 or fewer	Take stock. Are you a leader known for results but also the wreckage of burnt out employees? Are you struggling to deliver the results expected of you? Do you really want to be a leader? What's getting in the way of the leadership behaviors above? If you fail to nurture your relationship with your followers, you are more likely to fail yourself.	

Adapted from *Your Leadership - Build a CASE for it with followers* by Tom Barry in Leadership Excellence Magazine