

Black Women Executive Research Initiative



Women of Color Leadership Self-Assessment

Dimension/Success Factor	Definition or Example	Self Assessment Rating Scale*					Your Comments
A. Interpersonal Dimension	Building strategic relationships with others						
Relationships/Networks	I have high quality relationships and a broad network	1	2	3	4	5	
Mentors and Advocates	I have a variety of people who teach and coach me, and advocate for my career advancement	1	2	3	4	5	
Cross Cultural Competence (CCC)	I relate comfortably with those who are culturally different from me (including my relationships with white males and white females)	1	2	3	4	5	
B. Career Activation Dimension	Motivation to excel in your career						
Aspiration	I have the desire, drive and a plan for career advancement	1	2	3	4	5	
Feedback/Coachability	I ask for advice about my performance and practice the changed behavior	1	2	3	4	5	
Risk-Taking	I take on assignments out of my comfort zone that build capability and confidence	1	2	3	4	5	
Contracting	I get commitments for future experience and job assignments, and resources you need to be successful in my current assignment	1	2	3	4	5	
Optionality	I have the experiences that will make me valuable inside and outside the organization, giving me degrees of freedom and options in pursuing the next assignment	1	2	3	4	5	

* Rating Scale: 1 – Needs most work 4 – Already pretty good
 2 – Needs some work 5 – I am good enough to coach others
 3 – Progressing

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C. Organizational Politics Dimension	Understand the rules (often unwritten) and levers in the organization						
Political Skill	I have the necessary tools for working with ease, and advancing, in the formal and informal organizational structure	1	2	3	4	5	
Power	I use my direct control over resources and people, derived from positional or personal authority, to effect change	1	2	3	4	5	
Influence	I use indirect control over resources and people (including through informal networks) to effect change	1	2	3	4	5	
D. Personal Dimension	Factors involving the individual aspects of life and career						
Work Life Balance	I am able to manage work and life integration in a way that supports my career advancement <i>and</i> personal needs	1	2	3	4	5	
Health and Fitness	I have devised a strategy and developed a regimen for maintaining a healthy lifestyle	1	2	3	4	5	
Self Awareness	I recognize my key strengths, weaknesses and impact as a leader	1	2	3	4	5	
Style and Fit	I have an executive presence (dress, speech, poise, leadership style . .) that works well in the organizational culture	1	2	3	4	5	
Confidence	I demonstrate a belief in my personal and professional value and worth	1	2	3	4	5	
Resilience	I am able to handle disappointments and bounce back (getting beyond the 'quitting moment' with insight, new learning and renewed energy)	1	2	3	4	5	

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Competitiveness	I am assertive and unafraid to actively compete for positions; always preparing for the next promotion	1	2	3	4	5	
Alignment of Values	I have a good understanding of the culture of the organization and how I fit into the culture	1	2	3	4	5	
E. Senior-Level Experience Dimension							
E. Senior-Level Experience Dimension	Attaining skills and experience necessary for the executive level	1	2	3	4	5	
Developmental Opportunities	I take advantage of new skills and experience necessary to progress, even if it requires relocating or moving outside of my area of expertise	1	2	3	4	5	
Developmental Gaps	I not only acknowledge deficiencies in my skills and experience but do what's needed to fill the important gaps	1	2	3	4	5	
Change Agent	I take ownership for driving positive change to make the organization better	1	2	3	4	5	
Commercial Instinct	I demonstrate expertise in the core areas of the organization; I am able to drive results in a front-line position	1	2	3	4	5	

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