

50 Skills Assessment



Date	Name:	Current Assessment				
The Fundamentals		Always	Mostly	Often	Rarely	Never
Accountable	personally accountable for results & brings forth that in others					
Business acumen	understands business fundamentals, has broad business knowledge or experience					
Communicative	takes responsibility for timely and accurate communication to everyone who needs to know					
Open-minded	is able to be open to new ways of looking at things					
Resilience	is able to handle challenging situations, bounces back quickly, doesn't get overwhelmed					
Self-Aware	is aware on oneself, owns their emotions, how they show up and impact others					
Self-Management	is able to manage own energy, mood, focus and ability to stay engaged and motivated					
Team player	demonstrates the ability to get along well with others, share credit, help others					
Mindful	shows ability to stay present, in the moment, operate from a calm & thoughtful place					
Emotional intelligence	understands own emotions and the emotions of others, navigates emotional situations well					
The Leadership Skills		Always	Mostly	Often	Rarely	Never
Connects	has an ability to connect with others from diverse backgrounds, stays connected during challenges					
Courageous	shows ability to ask the difficult questions, take a stand, lean into conflict					
Decision making	shows ability to make decisions in a timely manner and in the face of ambiguity					
Delegates & Trusts	delegates to others appropriately and trusts results will occur without having to over manage					
Models	walks the talk, leads by example, models best behaviors even in challenging situations					
Personable	is approachable, enjoyable to be around, pleasant					
Presentation skills	can present ideas and plans to peers and other audiences when needed					
Selfless	puts the needs of the team and others ahead of their own					
Visionary	can see and communicate ideas about alternative paths to others					
Coaches	takes time to provide effective coaching to others, values the coaching style of leadership					

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The Teamwork Skills						
Problem solver	can see and solve problems in useful and practical ways					
Judgement	shows ability to sort through the data and take a balanced view and make a good decision					
Consistency	brings consistent energy, motivation and results regardless of the ups and downs of life					
Coachable	is open to coaching from others, takes it in stride, makes efforts to change as a result					
Collaborative	is able to work with others in a healthy give & take manner to find new solutions					
Cooperative	shows a sincere energy to work with others, help others and makes any exchange go smoother					
Encouraging	willing to encourage others, displays positivity, is a key contributor to a positive culture					
Feedback	provides feedback to others and is willing to receive feedback as well, embraces feedback					
Flexible	shows ability to change course, adapt to the needs of others for the good of the team					
Follow-through	shows the ability to follow through on tasks once started, or when given tasks by others					
The All-Star Skills						
Driven	works hard to be their best and bring out the best in others, refuses to settle					
Agile	can adjust and adapt strategies and actions in the moment to meet the situation at hand					
Articulate	is easy to understand, communicates clearly and concisely, rarely are there any misunderstandings					
Focus	has the ability to discern and act on the most important ideas and tasks at hand					
Innovation	comes up with new, creative ways to solve problems and invent new possibilities					
Inspirational	inspires others with passion, ideas, drive for excellence, raises the whole team by actions					
Organized, Detailed	shows the ability to be organized and on top of things, is detail oriented					
Reliability	consistently gets done what they say they will get done when they say it will be done,					
Situationally savvy	can read complicated situations and adjust style, tone, approach to get the best outcome					
Compassionate	shows empathy for others who may have shortcomings and challenges					

Family Business All Star Skills		Always	Mostly	Often	Rarely	Never
Perspective & Peace	Has ability to consistently be at peace in all the inherent challenges and dynamics that come with a family business					
Business Professional	Distinguishes self as high-level business professional & would thrive in similar non-family business					
Manages Boundaries	Can leave the business conversations and energy at the office and be a warm family member at family events					
Sets Pace & Tone	As family member realizes the importance of always setting the example for hard work & great attitude					
Fosters Independence	Sets example to family about being independent not falling into the entitlement attitude					
Connects with Staff	Has the ability to connect and get along well with non-family staff with no "airs" about being a family member					
Leads Outside	Is recognized as a leader outside the family business in industry associations, etc.					
Visionary	Has an even bigger vision for the family and the business and lets that vision shine through in meetings					
Innovative	Is willing to break out of the way the family has done business and suggest new ways of growing					
Compassionate	demonstrates having a warm heart in the face of family members who have challenges					

Personal Reflection:

Based upon your review of the competencies, what are the 1-3 areas you are committed to improving now?

What are 1-3 new actions, practices, or mindsets you will be taking on?