

Resources

SIMPLE TRUTHS OF LEADERSHIP SELF ASSESSMENT

When working toward completing a task or achieving a goal, we all move along a continuum made up of four development levels:

- *Enthusiastic Beginner* (D1)—You have low competence and high commitment. You don't know how to do this task but are excited to get started. You need a Directive leadership style.
- *Disillusioned Learner* (D2)—You have some competence and low commitment. You are still learning but are feeling discouraged and insecure. You need a Coaching leadership style.
- *Capable, but Cautious, Contributor* (D3)—You have high competence and variable commitment. You are getting the hang of things but still need occasional help. You need a Supportive leadership style.
- *Self-Reliant Achiever* (D4)—You have high competence and high commitment. You are at the top of your game on this task. You need a Delegating leadership style.

Using the basics of SLII®, determine your development level on each of the 52 Simple Truths and check the box that applies to your stage of development. We suggest you do this at least twice: once when you are beginning to study the Simple Truth and again when you feel you have achieved success in that area. Feel free to check your progress as you go along.

For more details on SLII® and how to determine your development level, see Simple Truths #9, #10, and #18.

Simple Truth #	Concept	D1	D2	D3	D4
	PART ONE: SERVANT LEADERSHIP				
1	Servant leadership is the best way to achieve both great results and great relationships.				
2	Every great organization has a compelling vision.				
3	Servant leaders turn the traditional pyramid upside down.				
4	All good performance starts with clear goals.				
5	The key to developing people is to catch them doing something right.				
6	Praise progress!				
7	When someone is off track, don't reprimand them—redirect them.				

8	The best minute servant leaders spend is the one they invest in people.				
9	Effective servant leaders realize they have to use different strokes for different folks.				
10	Effective servant leaders don't just use different strokes for <i>different</i> folks, they also use different strokes for the <i>same</i> folks.				
11	Profit is the applause you get for creating a motivating environment for your people so they will take good care of your customers.				
12	Create autonomy through boundaries.				
13	You get from people what you expect.				
14	The best use of power is in service to others.				
15	Never assume you know what motivates a person.				
16	People with humility don't think less of themselves, they just think of themselves less.				
17	It's okay to toot your own horn.				
18	Don't work harder; work smarter.				
19	"No one of us is as smart as all of us."—Eunice Parisi-Carew and Don Carew				
20	Love is the answer. What is the question?				
21	Servant leaders don't command people to obey; they invite people to follow.				
22	People who plan the battle rarely battle the plan.				
23	Servant leaders love feedback.				
24	People who produce good results feel good about themselves.				
25	"It's not about you."—Rick Warren				
26	Great leaders SERVE.				
	PART TWO: BUILDING TRUST				
27	Leadership begins with trust.				
28	Building trust is a skill that can be learned and developed.				
29	"Self-trust is the first secret of success."—Ralph Waldo Emerson				
30	Someone must make the first move to extend trust. Leaders go first.				
31	"People admire your strengths, but they respect your honesty regarding your vulnerability."—Colleen Barrett				
32	There's no trust without <i>us</i> .				
33	Fear is the enemy of trust.				

34	A relationship with no trust is like a cell phone with no service or internet—all you can do is play games.				
35	People don't care how much you know until they know how much you care.				
36	"People will forget what you said, people will forget what you did, but people will never forget how you made them feel."—Maya Angelou				
37	"Your actions speak so loudly I cannot hear what you are saying." —Anonymous				
38	Tell the truth. Always. It's that simple.				
39	Don't ever make a promise you can't keep.				
40	"There's nothing so unequal as the equal treatment of unequals." —Anonymous				
41	#Trust is always trending. Doing the right thing never goes out of style.				
42	True servant leaders admit their mistakes.				
43	Since we were given two ears and one mouth, we should listen more than we speak.				
44	The most important part of leadership is what happens when you're not there.				
45	The opposite of trust is not distrust—it's control.				
46	People don't resist change; they resist being controlled.				
47	People without accurate information cannot act responsibly, but people with accurate information are compelled to act responsibly.				
48	Building trust is a journey, not a destination.				
49	A successful apology is essential in rebuilding trust.				
50	Apologizing is not necessarily an admission of guilt, but it is an admission of responsibility.				
51	Choosing not to forgive someone is like taking poison and waiting for the other person to die.				
52	Forgiveness is letting go of all hope for a better past.				