

THE

Conscious

LEADERSHIP

ASSESSMENT + GUIDE

A guide to help you understand what
High Level Leadership is and
what specific level you are currently at.

by Kael Roberts



Dear Conscious Leader,

Welcome to the High Level Leadership guide and assessment!

I am so grateful you are here.

It shows that you are dedicated to creating a massive ripple effect in this lifetime through becoming a world class leader.

Inside is The Conscious Leadership guide includes an assessment to help you understand where you are inside the different levels of leadership.

The reflection prompts will help you understand where you are on the High Level Leadership Scale.

These questions will help you dive into each level and will allow you to become aware of how you can show up to become a more effective leader, and how to take your leadership to the next level.

Be open and honest with yourself while answering these questions. No one has to see your answers but you! If you dig deep, you will see areas in your leadership style that can shift so you can create an even greater transformation for yourself and the people you are passionate about serving.

This was made with love and intention for you to expand your gifts as a leader!

I hope you are as excited as I am!

- Let's Dive In -

Feel free to tag me on social or message me to let me know what opened up for you.

Cheers to Massive Success,

Coach Kael



THE *Conscious* HIGH LEVEL LEADER'S GUIDE

LEVELS OF CONSCIOUS LEADERSHIP OVERVIEW

HIGHEST LEVEL/CONSCIOUS LEADER

People follow you because they respect you.

5 They align with who you are
and what you represent.

4 DEVELOPING OTHER LEADERS

4 People follow you because of what you
have done for them. You help to develop
other High Level Conscious Leaders.

3 "MOVE-MAKER" LEADER

3 People follow you because you produce results.
You get things done in a timely and efficient manner
and can organize a group to work efficiently together.

2 EARNED + TRUSTED LEADER

2 People follow you because they want to.
You have earned their trust and have built the quality
connections needed to rise into this next level of leadership.

1 APPOINTED LEADER

1 People follow you because they have to.
You have been appointed a position as their leader,
manager or "higher up" in some way.



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LEADERSHIP ASSESSMENT

UNDERSTANDING WHAT LEVEL OF LEADERSHIP
YOU ARE CURRENTLY ON

This is a leadership assessment designed to help you understand what level of leadership you are currently on. As you go through each level of the assessment, you will begin to understand the qualities and characteristics for leaders at each of the 5 levels. You will also understand how you can begin to develop your leadership skill sets to continue to rise to the next level.

Completing Parts 1 + 2 should not take much of your time. Part 3 may take a bit longer to complete, since it involves other people. Part 3 will assess if your perceptions about your current level of leadership are in fact true and correct. Sometimes we may see ourselves one way, but those who we are leading feel differently about our leadership skills (whether better or worse). Remember that leadership is about relationships. You are a High Level Conscious Leader when you have earned the trust and fellowship of others, then use that to build other High Level Conscious Leaders. Building quality relationships is a the core of quality leadership.

Part 4 will give you insight into where you stand overall inside the different levels of leadership - how you lead your follows, how you show up to lead your team and how you show up to lead yourself. Part 4 should be done after Parts 1-3 have been completed.

By doing this assessment, you will be in a much better position to grow in your leadership skills. *So let's begin.*



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PART 1 - UNDERSTANDING THE CHARACTERISTICS OF EACH LEVEL

This first section applies to your general leadership skills. Please read the following statements and check each box next to the statement that you *agree is true for you*. Answer using your first instinct. Please do not skip any questions and do not go back to change your answers to any of your responses.

LEVEL 1

- Most people find it easy to work with me
- I desire to learn more about leadership so that I can improve my leadership skills
- Most days I look forward to going to work
- I recognize that the position that I have been given is an opportunity to learn and grow
- The title I have been given means nothing unless I do something positive with it
- I don't have to remind the people who I lead that I am the leader
- I think of each person who works for me/who I lead as an individual, not just in terms of what they can do for me or how well they do it
- The people who work for me are willing to go above and beyond their job description
- I know that dealing with conflict and differences in personalities is a part of leading and I have accepted/embraced this as a part of the job
- One of my primary objectives is to assist the people who work for me. I am committed to helping to develop them. We all get to grow together!



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If you **checked 8 or more boxes** for the previous statements **as true**, then you have probably already established yourself as a leader on Level 1, and are likely a quality "Appointed" Leader. If you checked 8 or more boxes then you are well on your way to moving higher up on the levels of leadership. It is now time to move on to the next portion of this assessment. However, if you have checked fewer than 8 boxes, then it is likely that you have not yet mastered Level 1, and this is probably where you need to focus your attention on developing your skills as a leader. **Why? Because you are only as good as the level you've mastered.**

LEVEL 2

- I enjoy developing relationships with the people who work for me
- People outside of my general area of expertise respect my opinions and even seek me out for advice
- The people who work with me find me likeable and pleasant nearly 100% of the time
- I know my strengths and weaknesses and rarely get blindsided
- I believe that employees desire incentives and encouragement, so I make an effort to show my appreciation when they are doing consistent great work for me
- I genuinely like most people and want to help or guide them when possible
- I have developed solid relationships with all of the people who work for me
- I am able to deal with and resolve conflicts with others effectively while still maintaining the trust and respect from them
- People know they can trust me and count on me
- When I need to address a mistake or error made by someone on my team, I am candid, but also kind and provide them effective feedback that can help them improve. I also follow up with them incase they need further guidance or support



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If you **checked 8 or more boxes** for the previous statements **as true**, then you have probably already established yourself as a leader on Level 2, and you are ready to move on to the next section. If not, then its time to begin developing your skills as an "Earned + Trusted" Leader before moving on to the next section. It is important that you master each level before moving on to the higher level because these skills do compound on one another. You are only as good as the last level that you have mastered.

LEVEL 3

- People see me as the expert in my field and seek me out to learn from me
- I am known as the problem solver, and I often get difficult tasks done
- I have systems and routines that help me perform at a very high level
- My work is very consistent on a daily basis
- I consistently hit targets and goals in my work
- I am constantly setting and achieving higher goals for myself, even when those whom I follow or look up to haven't set specific goals for me
- My performance in my work often carries the team to a higher level
- I am comfortable with the idea that others are watching how I perform and desire to follow my example
- People always want to work with me and my team
- I give my best in all that I do

If you checked 8 or more boxes to the above statements as true for you, then move on to the next section. If not, your answers indicate that you have not yet mastered Level 3 and you don't yet have the qualities of a Level 3 Leader.



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LEVEL 4

- I create an individual approach to how I guide, mentor, train, develop and lead people.
- I schedule and follow through with training and development for all the members of my team on a regular and consistent basis.
- I spend a significant amount of time each month mentoring up-and-coming leaders.
- I know very thoroughly the strengths and weaknesses of all the people I lead.
- When deadlines are quickly approaching or work becomes urgent, we never cancel training and development sessions.
- I spend the most strategic and significant time mentoring the people who have the highest capacity, dedication, talent or potential.
- I am open and willing to move people to different positions until we find something that works best for them.
- I am constantly giving people quality feedback which will build them up, enhance their skills and create a more confident team of people.
- I consistently take risks by giving people responsibilities and authority that will challenge them.
- My team is considered by others in the industry to be a well trained team of highly developed leaders in the industry.

If you checked 8 or more boxes to the above statements as true for you, then move on to the next section. If not, your answers indicate that you have not yet mastered Level 4 and you don't yet have the qualities of a Level 4 Leader.



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LEVEL 5

- I am using my influence to powerfully develop and lead others, while instilling positive values in my industry.
- I am using my influence and resources for causes greater than myself or my organization.
- I have influence outside of my organization.
- I have developed many people to become leaders who develop others.
- I can name several specific people whom I have encouraged to speak hard truths to me, and they do so regularly.
- I enjoy interactions and friendships of a small circle of leaders with whom I also recognize as Conscious High Level Leaders.
- People from outside my specific industry seek me out for leadership advice.
- The progress of my organization is set by the pace of a team of people whom I am proud to be apart of.
- I can name at least one person who would be ready to step in and take my place should I decide to leave my current position.
- I am still at the top of my game, and the positive impact I am making continues to grow.

In leadership, you are only as good as the lower level you've mastered. So to remind you, even if you scored highly in one of the higher levels, if you scored lower on a lower level, your leadership level is actually on the lower level. That is where you will need to give your attention when working with people to improve leadership ability.



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PART 2 - TEAM MEMBER ASSESSMENT

For each person you leader, guide, direct or oversee, answer yes or no to the questions below. Complete Part 2 before moving on to Part 3. Do this assessment for **EACH** person you lead. You may also want to consider building this assessment into your quarterly assessment/assessment process.

LEVEL 1

- Yes No This person acknowledges you as their leader.
- Yes No This person would agree that you are suited for the leadership position you hold.
- Yes No This person would acknowledge that you see your position as an opportunity to earn your place at the leadership table, not as a privilege to be used for personal advancement.

LEVEL 2

- Yes No You know things about this person's family and personal life outside of their working relationship with you.
- Yes No You know this person's strengths and weaknesses.
- Yes No You know this person's hopes, dreams and desires.
- Yes No You know what this person's fear, self-doubts, limiting beliefs and other hesitations are.
- Yes No You are committed to helping this person succeed in their life/work.
- Yes No This person trusts you and you trust them.

LEVEL 3

- Yes No This person respects your professional ability and values.
- Yes No This person asks for your advice and expertise.
- Yes No This person has become more productive because of your influence.
- Yes No This person would acknowledge that your leadership has allowed for exponential growth.



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Yes No This person would agree that your leadership contributes to and adds value to the overall vision, mission and purpose of your relationship with one another.

Yes No This person would agree that you can effectively organize different people with different backgrounds and experiences to achieve one desired outcome.

LEVEL 4

Yes No You have given this person specific training that has helped them to perform better.

Yes No You have mentored this person or put them through a development process that has helped them to become a better leader.

Yes No This person is now leading others because you have given opportunities and training for them to become quality leaders.

Yes No This person is consistently loyal and supportive, and always gives you the trust and respect you have earned.

LEVEL 5

Yes No This person is not only leading others but has trained those they lead to become developed leaders.

Yes No This person could step into your role with a very high probability of success if you were to step down.

Yes No This person is your advocate and champions you with other leaders so that you gain other's respect even before you meet them.

EVALUATION

What You Can Learn From This Assessment:

1. You can understand where you are with each person in relation to the 5 Levels. If you answered *no* more times than you answered *yes* in a particular section, then you have not gotten to that level with that person yet - instead you are likely still on one of the lower levels.
2. Where you need to work to improve. A *no* answer to any statement indicates you need to do some more work.



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It is important to keep in mind that each unique relationship that you have might give you a much different 'score' or assessment in terms of where you stand on the different levels of leadership within that particular relationship. Just because you are a stellar leader in your work/professional life does not mean that you are going to be the same in your personal life, or even in each unique relationship.

PART 3 - OTHER'S POINT OF VIEW

To get a more accurate and realistic perspective of your true leadership skill level - Ask each of the people who report to you directly (or whom you lead in some way) to fill out the assessment about you from Part 2. They may do so anonymously if they wish. Use the same criteria for evaluating this assessment as you used to evaluate the Part 2 assessment.

You may wish to send them a copy of the assessment from Part 2 to reflect on and fill out about you. Then move on to Part 4. Encourage them to be honest and truthful. Appreciate their honesty and take it as them helping you to improve.

PART 4 - CURRENT LEADERSHIP LEVEL ASSESSMENT

	Part 1 # True	Part 2 Yes On Each Level	Part 3 Yes On Each Level	Add Each Level Across
LEVEL 1				
LEVEL 2				
LEVEL 3				
LEVEL 4				
LEVEL 5				



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You can get a "snapshot" of your leadership by doing the following:

1. In the column labeled Part 1, record the number of statements you agreed with as true in each section of the assessment.
2. In the column labeled Part 2, record the number of your team members who are on each level with you based on your assessment of them.
3. In the column labeled Part 3, record the number of people who put you on each level according to their answers to the statements.
4. Now, add the lines across. Which level of leadership has the highest number? More than likely the one with the highest number indicates your current level of leadership with the majority of people on your team, or whom look to you for guidance.

Remember that this is simply a tool to help you gauge where you currently are at on the different levels of leadership. This also should give you insight on your strengths and weaknesses, and will hopefully motivate you and guide you in areas that need improvement.

Come back to this guide regularly to check in and see how you have grown and continue to focus on improve each level as deeply as you can!





Holding Powerful Space

as a

Conscious LEADER

Means that you hold the qualities and characteristics of a High Level Conscious Leader close to your heart.

These qualities and characteristics are fairly universal for all Conscious Leaders and include:

- Leadership of Integrity, which build on connection and trust
- Facilitating powerful transformations through asking the right questions
- The ability to help the client re-frame beliefs and thoughts
- Understanding the science behind the power of the Subconscious Mind
- Emotional Intelligence
- Emotional Freedom
- Creating a safe space for growth
- Teaching the others how to expand and up-level their energy
- Implementation of NLP
- and more!