Self-Assessment Questionnaire

Completing the following TWO questionnaires will help you identify your own dominant or preferred style, and then look at some alternatives and different ways they can be used to best effect.

Please print and bring the completed questionnaire with you to the workshop.

Think of some recent examples of when you **have tried to share power and influence other people** at work. Importantly, consider carefully what you actually did, rather than what you would like to do. Then rate each of the statements, by putting a tick in the appropriate box, **where 7 is almost always, 3 is sometimes, 5 if often, and 1 is seldom**.

Questionnaire One:

		1	2	3	4	5	6	7
1	I use my power responsibly							
2	I share power as a means for increasing power							
3	I share power with others whenever possible							
4	I offer people an active role in decision making about matters that affect them							
5	When exercising leadership within the team, I rely significantly on peer decision making							
6	I promote self confidence in others							
7	I create processes that ensure all those involved in the care of patients have an equal say in defining what needs to change							
8	I encourage others who may not have positional power to act together to change circumstances that affect them							
9	I express confidence in the capabilities of others							
10	I use influence to achieve tasks whenever possible							
11	I am open to being influenced by others							

Scoring the Questionnaire: Add all the circled numbers together to give a total score

Think of some recent examples of when you **have tried to build 'trust' with multi-disciplinary colleagues**. Importantly, consider carefully what you actually did, rather than what you would like to do. Then rate each of the statements, by putting a tick in the appropriate box, **where 7 is almost always, 3 is sometimes, 5 if often, and 1 is seldom**.

Questionnaire Two:

		1	2	3	4	5	6	7
1	I build communication processes that make it safe for people to say what is on their minds							
2	I refused to engage in 'rigged' processes							
3	I protect people I work with daily from those who would wield personal power over the collaborative process							
4	I create credible processes for collaborating in the team I work in							
5	I ensure that activities for demonstrating collaborative leadership (even if not defined by the Trust I work in) are open to all the team							
6	Transparency in collaboration is important in the way my team works							
7	When my team are working with new stakeholders, I ensure common ground is established straight away							
8	My ethos for collaboration is focused on building trust							
9	I 'walk the talk' i.e. I role model what I say is important in leadership							
10	I demonstrate by my actions that trust is very important to collaborate with me in my work							

Scoring the Questionnaire; Add all the circled numbers together to give a total score

The meaning of these results will be discussed during the workshop.