

12 Qualities of Effective Team Leaders

Assessment & Goal Setting Guide

What makes a great team leader?

Leadership is defined not by your title, but by others' willingness to follow you. There are many qualities that you need to be an effective team leader—from setting inspiring goals to demonstrating compassion and empowering others to perform at their best.

Based on a review of several team leadership studies combined with my own 20-plus years of experience as an in-the-trenches leader, I've identified 12 qualities of effective team leaders. These are listed below.

I've also created a simple assessment you can take to help you gain a better sense of where you are today. This process will help you quickly identify your team leadership strengths as well as where you have opportunities to improve.

Most importantly, you can use what you learn about yourself to set your future leadership development goals.



Instructions

1. Review the list of team leadership qualities below. Rate your level of strength for each quality using a **scale of 1-5** with 5 being the highest level of strength.
2. Once you've finished, identify 3 qualities where you scored the highest. Put a **+** beside that quality. Now identify 3 qualities where you scored the lowest. Put a **-** beside that quality.
3. Answer the reflection questions below.
4. List your three greatest strengths. Acknowledge yourself for these assets. These are qualities you can build upon and use them to overcome your weaknesses.
5. List your three greatest opportunities to improve. These can become the focus of your leadership development plan to help you become a more effective team leader.



Assessment

Team Leadership Quality		Level of strength				
1	Drives for results – focuses on reaching a goal and stays engaged to help achieve the goal	1	2	3	4	5
2	Sets inspiring vision – sees what can be achieved and motivates others to strive for accomplishing the goal	1	2	3	4	5
3	Focuses on quality – sets high standards of excellence for themselves and others, helps others adhere to those standards despite challenges faced	1	2	3	4	5
4	Mobilizes others – puts right people in right places to optimize results	1	2	3	4	5
5	Collaborative – encourages working together and sharing of information and resources, demonstrates reciprocity	1	2	3	4	5
6	Open-minded – invites a variety of perspectives, welcomes new ideas, considers alternatives	1	2	3	4	5
7	Empowering – develops others, equips and enables their performance, coaches appropriately, recognizes and credits others	1	2	3	4	5
8	Manages conflict – proactively addresses disagreements and tension effectively	1	2	3	4	5
9	Fosters diversity and inclusion – creates an environment where individual differences are valued and leveraged	1	2	3	4	5
10	“Other-ish” – focuses on what’s best for others, not just themselves, high self-esteem but low self-orientation, sense of stewardship	1	2	3	4	5
11	Knows and lives their values – has a clear sense of purpose, demonstrates integrity in words and actions	1	2	3	4	5
12	Empathetic – seeks to understand and relate to others, listens well, shows compassion and heart	1	2	3	4	5



Reflection

Do you see any patterns? If so what?

How do you feel about your scores?

List your three greatest strengths and greatest opportunities to improve:

My team leadership strengths

1.

2.

3.

My greatest opportunities to improve

1.

2.

3.



I'm Elise Mitchell, a three-time CEO, leadership strategist, executive coach, business consultant, author, wife and mom. My passion is helping high-performing leaders achieve more.

Over the past 15 years, I've coached, consulted and trained leaders from a wide variety of industries ranging from non-profits to Fortune 500 companies. My goal is to inspire and equip you to lead at your best.

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What would you like to change?

Every leader has gaps holding them back. I work with clients to help them strengthen their leadership, resolve pressing business problems, and get the results they want.

This is achieved through three core services:



Leadership Development

Customized programs that equip you and your team to manage complexity, think more strategically and mobilize others



Business Advisory Services

Guidance and tools to help you address challenging business issues, from driving change to planning an exit strategy



Executive Coaching

Inspiring, results-oriented coaching using neuroscience and business insights to help you achieve your most important goals

