

Velocity Leadership: 7 Competencies of High-Performing Leaders

Leadership Skills Assessment



Leaders today must display a daunting array of skills — from setting inspiring goals to making difficult decisions and empowering others to perform at their best.

Through a comprehensive review of research combined with my own 20-plus years of business and leadership experience, I've identified seven critical competencies of high-performing leaders.

These competencies comprise the **Velocity Leadership Framework™** — a proven, organized approach to training and developing leaders to succeed in today's complex business environment.



Velocity Leadership Framework™: Seven competencies of high-performing leaders

Leading Work

1. **Performance** – Getting things done
2. **Critical Thinking** – Identifying problems, devising solutions and exercising good judgment
3. **Strategic Thinking** – Envisioning the future, connecting the dots to harness opportunity

Leading Self

4. **Communication** – Expressing yourself powerfully and effectively
5. **Character** – Knowing and living your core values
6. **Learning Capacity** – Striving to improve, a life-long learner

Leading Others

7. **Relationships** – Mobilizing and working effectively with others



The right pace, at the right time, in the right direction

Velocity refers to the rate at which an object changes its position. It measures both speed and direction. Both matter.

High velocity leaders operate like a well-oiled machine:

1. **Moving at the right pace**
2. **At the right time**
3. **In the right direction to reach their desired destination**



Benefits of high velocity leadership

Using this framework allows you to focus your time and energy on enhancing your leadership competencies in these seven areas. High velocity leadership has many benefits.

Benefit

Don't suffer from imposter syndrome

Develop an authentic and compelling leadership style that is uniquely yours

Have confidence to take risk, walk through uncertainty with courage

Don't fear conflict with others

Don't shy away from complex decisions

Stay cool under pressure

Don't burn out

Work well with others and help them realize their potential

Don't melt down when speaking publicly

Don't resist change

Because...

You have a realistic understanding of your strengths/weaknesses and how to bring your best forward

You know yourself and your purpose

You're a learning leader and you see failure as an opportunity to learn and grow

You have a philosophy and a process for walking through those conversations with others

You have an approach to making decisions that allows you to think through all the important factors impacting the best decision

You have learned how to manage your emotions, remain calm and stay focused when you need it the most

You don't put all your time and energy into building your career because you are building a rewarding personal life

You don't see everyone as your competition; you've learned to be happy for others when they win; and you understand multiplying leaders are far more successful

You have learned to harness your physical and emotional response to being in the spotlight and channel that energy to help you speak and write in ways that communicate effectively and convincingly

You see change as inevitable and you embrace opportunities to learn, innovate and try new things

Understanding which competencies will help you the most and investing your time and energy into enhancing those will give you a solid foundation on which to build a unique, complex, highly successful, sustainable, career.



Assessment

How well do you stack up? Listed below are just a few of the many skills that ladder up to the seven competencies of high-performing leaders. Take this simple assessment to identify strengths and opportunities to improve.



Instructions

1. Thinking about your own leadership skills, rate each skill below using a **scale of 1-5** with 5 being the highest level of strength.
2. Answer the reflection questions below.
3. Review your scores and answers to determine development needs and resources

	Leadership Skills	Level of strength				
1	Prioritization – Identifies the most important things to accomplish and sets relevant goals	1	2	3	4	5
2	Setting direction – Understands what resources are required and how to leverage them effectively to accomplish a goal	1	2	3	4	5
3	Problem-solving – Ability to work through complex issues to find satisfactory solutions	1	2	3	4	5
4	Decision-making – Has a process for thinking through all aspects of a decision, makes clear and consistent decisions	1	2	3	4	5

Leadership Skills

Level of strength

5	Vision – Understands trends, sees potential and communicates about the future in compelling ways	1	2	3	4	5
6	Impact – Knows what matters most and focuses on delivering high value	1	2	3	4	5
7	Inspiration – Passionate, motivating	1	2	3	4	5
8	Executive presence – Exhibits confidence and gravitas	1	2	3	4	5
9	Integrity – Acts and speaks in a way that demonstrates high ethical standards	1	2	3	4	5
10	Courage – Bold, willing to move forward in spite of uncertainty	1	2	3	4	5
11	Self-management – Self-aware, centered, fully present, regulates emotional response	1	2	3	4	5
12	Adaptability – Flexible, resilient, finds new ways forward	1	2	3	4	5
13	Growth mindset – Lifelong learner, supports growth of others	1	2	3	4	5
14	Innovation – Recognizes and seizes potential, calculated risk-taker, creative thinker	1	2	3	4	5
15	Collaboration – Team-oriented, demonstrates reciprocity, willing to share information and resources	1	2	3	4	5
16	Empowering – Delegates effectively, develops others, coaches appropriately, recognizes and credits others	1	2	3	4	5
17	Conflict management – Proactively addresses disagreements and tension	1	2	3	4	5



Reflection

List your three greatest strengths. How are you using these to drive your success?

List your three greatest weaknesses. How are these holding you back?

What leadership development resources do you have that can help you improve your weaknesses?

What's missing?

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.

Contact me at elise@elisemitchell.com



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

