



## COLD Certificate Leadership Assessment

Please fill out and review the following assessment on behalf of \_\_\_\_\_

The assessment is part of the leadership development process for students participating in the COLD certificate program. Honest and objective feedback from mentor's and advisors is an important part of the leadership development process.

### Rating Scale

5 Strongly Agree    4 Agree    3 Neutral    2 Disagree    1 Strongly Disagree

### Competency- Demonstrates Integrity

### Scale

|  |   |   |   |   |   |
|--|---|---|---|---|---|
| 1) Demonstrates honest, ethical behavior in all interactions | 5 | 4 | 3 | 2 | 1 |
| 2) Avoids political or self-serving behavior                 | 5 | 4 | 3 | 2 | 1 |
| 3) Courageously stands up for what he/she believes in        | 5 | 4 | 3 | 2 | 1 |
| 4) Is a role model of the values that he/she espouses        | 5 | 4 | 3 | 2 | 1 |

Comments/Examples:

---



---



---



---

### Competency- Creates Dialogue

### Scale

|   |   |   |   |   |   |
|---|---|---|---|---|---|
| 1) Genuinely listens to others                        | 5 | 4 | 3 | 2 | 1 |
| 2) Regularly asks for feedback                        | 5 | 4 | 3 | 2 | 1 |
| 3) Accepts constructive feedback in a positive manner | 5 | 4 | 3 | 2 | 1 |
| 4) Attempts to understand other's frame of reference  | 5 | 4 | 3 | 2 | 1 |

Comments/Examples:

---



---



---



---

**Competency- Creates a Shared Vision**

**Scale**

|   |   |   |   |   |   |
|---|---|---|---|---|---|
| 1) Clearly Identifies Priorities  | 5 | 4 | 3 | 2 | 1 |
| 2) Assists in creating and communication a clear vision for organizations<br>he/ she is a part of | 5 | 4 | 3 | 2 | 1 |
| 3) Involves others in group decision making   | 5 | 4 | 3 | 2 | 1 |
| 4) Inspires people to achieve their vision  | 5 | 4 | 3 | 2 | 1 |
| 5) Develops effective strategies to achieve the groups vision                                     | 5 | 4 | 3 | 2 | 1 |

Comments/Examples: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**Competency- Developing Leadership Potential in Others**

**Scale**

|   |   |   |   |   |   |
|---|---|---|---|---|---|
| 1) Consistently treats others with respect and dignity    | 5 | 4 | 3 | 2 | 1 |
| 2) Is comfortable asking others to express their needs    | 5 | 4 | 3 | 2 | 1 |
| 3) Provides feedback in a timely and effective manner     | 5 | 4 | 3 | 2 | 1 |
| 4) Provides effective recognition of other's achievements | 5 | 4 | 3 | 2 | 1 |
| 5) Unites others into an effective team                   | 5 | 4 | 3 | 2 | 1 |
| 6) Trusts people enough to let them make decisions        | 5 | 4 | 3 | 2 | 1 |

Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**Competency- Appreciating Diversity**

**Scale**

|  |   |   |   |   |   |
|--|---|---|---|---|---|
| 1) Values the diversity in people<br>(including culture, race, sex, ability, sexual orientation, abilities and SES). | 5 | 4 | 3 | 2 | 1 |
| 2) Is able to lead people from a variety of cultures or backgrounds  | 5 | 4 | 3 | 2 | 1 |
| 3) Appreciates the value of diverse views and opinions   | 5 | 4 | 3 | 2 | 1 |
| 4) Is able to help others appreciate the value of diversity  | 5 | 4 | 3 | 2 | 1 |
| 5) Actively seeks to expand his/her knowledge of other cultures  | 5 | 4 | 3 | 2 | 1 |

Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**Competency- Continued Personal Leadership Development**

**Scale**

|   |   |   |   |   |   |
|---|---|---|---|---|---|
| 1) Has a deep understanding of his/her own personal strengths           | 5 | 4 | 3 | 2 | 1 |
| 2) Invest time and energy in ongoing personal development               | 5 | 4 | 3 | 2 | 1 |
| 3) Demonstrates self confidence as a leader                             | 5 | 4 | 3 | 2 | 1 |
| 4) Surrounds self with people who posses strengths that he/she does not | 5 | 4 | 3 | 2 | 1 |
| 5) Seeks out opportunities where he/she will be challenged              | 5 | 4 | 3 | 2 | 1 |

Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_