# 21 Irrefutable Laws of Leadership
## Self-Assessment Tool

Read each statement below and score yourself for each, using the following scale:
0- Never, 1-Rarely, 2-Occasionally, 3-Always

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<th>RATING</th>
<th>COMMENTS</th>
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### 1. LAW OF THE LID: LEADERSHIP ABILITY DETERMINES A PERSON'S LEVEL OF EFFECTIVENESS

| a) | When faced with a challenge, my first thought is, Who can I enlist to help? Not What can I do? |
| b) | When my team, department, or organization fails to achieve an objective, my first assumption is that it's some kind of leadership issue? |
| c) | I believe that developing my leadership skills will increase my effectiveness dramatically? |

Total Points

### 2. THE LAW OF INFLUENCE: THE TRUE MEASURE OF LEADERSHIP IS INFLUENCE—NOTHING MORE, NOTHING LESS

| a) | I rely on influence rather than on my position or title to get others to follow me or do what I want. |
| b) | During discussions or brainstorming settings, people turn to me and ask my advice. |
| c) | I rely on my relationships with others rather than on organizational systems and procedures to get things done. |

Total Points

### 3. THE LAW OF PROCESS: LEADERSHIP DEVELOPS DAILY, NOT IN A DAY

| a) | I have a concrete, specific plan for personal growth that I engage in weekly. |
| b) | I have found experts and mentors for key areas of my life with whom I engage on a regular basis. |
| c) | To promote my professional growth I have read at least six books (or taken at least one worthwhile class or listened to twelve of more audio lessons) per year for at least three years. |

Total Points

### 4. THE LAW OF NAVIGATION: ANYONE CAN STEER THE SHIP, BUT IT TAKES A LEADER TO CHART THE COURSE

| a) | I spot problems, obstacles, and trends that will impact the outcome of initiatives the organization puts into place. |
| b) | I can clearly see a pathway for the implementation of a vision, including not only the process but also the people and resources needed. |
| c) | I am called upon to plan initiatives for the organization |

Total Points
5. THE LAW OF ADDITION: LEADERS ADD VALUE BY SERVING OTHERS
   a) Rather than being annoyed when team members have issues preventing them from doing their jobs effectively, I see the issues as an opportunity to serve and help those people.
   b) I look for ways to make things better for the people I lead.
   c) I find great personal satisfaction in helping other people become more successful.

Total Points

6. THE LAW OF SOLID GROUND: TRUST IS THE FOUNDATION OF LEADERSHIP
   a) The people I lead confide in me regarding sensitive issues.
   b) When I tell someone in the organization that I will do something, he can count on me to follow through.
   c) I avoid undermining others or talking behind their backs

Total Points

7. THE LAW OF RESPECT: PEOPLE NATURALLY FOLLOW LEADERS STRONGER
   a) People are naturally drawn to me and often want to do things with me just to spend time with me.
   b) I go out of my way to show respect and loyalty to the people I lead.
   c) I make courageous decisions and take personal risks that could benefit my followers if there is no benefit to me.

Total Points

8. THE LAW OF INTUITION: LEADERS EVALUATE EVERYTHING WITH A LEADERSHIP BIAS
   a) I can easily gauge morale, whether in a room full of people, on a team, or in an organization
   b) I often take the right action as a leader even if I cannot explain why.
   c) I can read situations and sense trends without having to gather hard evidence

Total Points

9. THE LAW OF MAGNETISM: WHO YOU ARE IS WHO YOU ATTRACT.
   a) I am satisfied with the caliber of people who report to me.
   b) I expect the people I attract to be similar to me in values, skills, and leadership ability
   c) I recognize that no personnel process can improve the quality of people I recruit compared to improving myself.

Total Points
10.) THE LAW OF CONNECTION: LEADERS TOUCH A HEART BEFORE THEY ASK FOR A HAND.
   a) When I am new to a leadership situation, one of the first things I try to do is to develop a personal connection with the individuals involved.
   b) I know the stories, hopes and dreams of the people I lead.
   c) I avoid asking people to help accomplish the vision until we have built a relationship that goes beyond the nuts and bolts of our work together.

11.) THE LAW OF THE INNER CIRCLE: A LEADER’S POTENTIAL IS DETERMINED BY THOSE CLOSEST TO HIM
   a) I am strategic and highly selective about which people are closest to me personally and professionally
   b) I regularly rely on some key people in my life to accomplish my goals
   c) I believe that 50 percent or more of the credit for my accomplishments goes to the people on my team

12.) THE LAW OF EMPOWERMENT: ONLY SECURE LEADERS GIVE POWER TO OTHERS
   a) I embrace change easily and become dissatisfied with the status quo
   b) I believe that no matter how talented the people who work for me are my position is secure.
   c) It is my regular practice to give people I lead authority to make decisions and take risks.

13.) THE LAW OF THE PICTURE: PEOPLE DO WHAT PEOPLE SEE
   a) If I observe an undesirable action of quality in team members, I check for it in myself first before addressing it with them.
   b) I am continually working to try to make my actions and words consistent with each other.
   c) I do what I should rather than what I want because I am conscious that I am setting an example for others.

14.) THE LAW OF BUY-IN: PEOPLE BUY INTO THE LEADER, THEN THE VISION.
   a) I recognize that a lack of credibility can be as harmful to an organization as a lack of vision.
   b) I wait until I see that most of the people on the team have confidence in me before asking for a commitment to the vision.
   c) Even when my ideas are not very good, my people tend to side with me.
### 15. THE LAW OF VICTORY: LEADERS FIND A WAY FOR THE TEAM TO WIN.

a) When I lead a team, I feel ultimate responsibility for whether it achieves its goals.

b) If members of my team are not unified in their efforts to achieve the vision, I take action to get them on the same page.

c) I make personal sacrifices to help ensure victory for my team, department, or organization.

**Total Points**

### 16. THE LAW OF THE BIG MO: MOMENTUM IS A LEADER’S BEST FRIEND

a) I am enthusiastic and maintain a positive attitude every day for the sake of my team members.

b) Whenever I make a major leadership decision, I consider how that decision will impact momentum in my team, department, or organization.

c) I initiate specific actions with the purpose of generating momentum when introducing something new or controversial.

**Total Points**

### 17. THE LAW OF PRIORITIES: LEADERS UNDERSTAND THAT ACTIVITY IS NOT NECESSARILY ACCOMPLISHMENT

a) I avoid tasks that are not required by my leadership, don't have a tangible return, or don't reward me personally.

b) I set aside time daily, monthly, and yearly to plan my upcoming schedule and activities based on my priorities.

c) I delegate any task for which a team member can be at least 80 percent effective as I could be.

**Total Points**

### 18. THE LAW OF SACRIFICE: A Leader Must Give Up to Go Up

a) I know making trade-offs is a natural part of leadership growth, and I make sacrifices to become a better leader as long as they don't violate my values.

b) I expect to give more than my followers do in order to accomplish the vision.

c) I will give up my rights in order to reach my potential as a leader.

**Total Points**

### 19. THE LAW OF TIMING: WHEN TO LEAD IS AS IMPORTANT AS WHAT TO DO AND WHERE TO GO

a) I expend as much effort figuring out the timing for an initiative as I do figuring out the strategy.

b) I will launch something using a less-than-ideal strategy because I know the timing is right.

c) I can sense whether or not people are ready for an idea.

**Total Points**
## 20. THE LAW OF EXPLOSIVE GROWTH: TO ADD GROWTH, LEAD FOLLOWERS — TO MULTIPLY, LEAD LEADERS

| a) I believe that I can grow my organization more rapidly by developing leaders than by any other method. |
| b) I spend a significant amount of time every week investing in the development of the top 20 percent of my leaders. |
| c) I would rather see leaders I develop succeed out on their own than keep them with me so that I can keep mentoring them. |

| Total Points |

## 21. THE LAW OF LEGACY: A LEADER’S LASTING VALUE IS MEASURED BY SUCCESSION

| a) I possess a strong sense of why I am in my job and why I am leading. |
| b) In each position I’ve held, I have identified people who can carry on after me, and I have invested in them. |
| c) One of my strongest motivations is to leave any team better than I found it. |

| Total Points |

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Now that you have completed the evaluation, examine each law and note your strengths and weaknesses. Use the following guideline to help you proceed:

- **8-9 Points:** The Law is in your strength zone. Make the most of this skill and mentor others in this area.
- **5-7 Points:** Target this law for growth. You have potential to make it a strength.
- **0-4 Points:** This is a weakness. Hire staff with this strength or partner with others in this area.