Leadership Development Self-Assessment

Instructions

Please be as honest as possible and fill this in by yourself. You can use this self-assessment throughout the ROLL Models programme to reflect on your leadership capacities and track your progress.

Part I
The first part of this self-assessment is a series of questions that allows you to look at your own skills, attitudes and abilities, which will help you understand yourself more as a leader and the different parts of your leadership development.

Part II
The second part of this self-assessment is a set of questions that will allow you to assess your technical skills and knowledge in designing and leading social skate projects for girls.

Part IV <mark>ENDLINE ONLY</mark>

This part of the self-assessment is a reflection on the ROLL Model programme in general.

Part I

The following questions will assess your leadership skills and abilities according to five key leadership competencies:

1. Voice

You can articulate your thoughts and make decisions. You have your own voice, which you use effectively to tell stories that inspire and move others to act. You assert yourself in the world around you and speak up for your own rights and those of others.

Sub-Competency 1: Using Effective Verbal Communication	Never	Sometimes	Most of the time	Always
a. I articulate ideas, goals and visions clearly and effectively	☐	☐	☐	☐
b. I understand different types of people and audiences and can adapt and change my communication style when speaking to different people	☐	☐	☐	☐
c. My communication inspires and challenges others to act	☐	☐	☐	☐

Sub-Competency 2: Body Language

	Never	Sometimes	Most of the time	Always
a. I use body language to convey my self-confidence and leadership	☐	☐	☐	☐

Sub-Competency 3: Being Assertive

	Never	Sometimes	Most of the time	Always
a. I take a stand for my values	☐	☐	☐	☐
b. I confidently give my opinion when I am engaged in a discussion with a group of my peers	☐	☐	☐	☐
c. I confidently give my opinion if I am in a group of people older than me or more senior than I am	☐	☐	☐	☐

Sub-Competency 4: My Story

	Never	Sometimes	Most of the time	Always
a. I use my personal story to inspire others to act	☐	☐	☐	☐

2. Action

You are able to cope with your emotions and any stress to take action and make decisions. You can solve problems and create opportunities. You engage teams and communities. You are creative, innovative and collaborative.

Sub-Competency 1: Coping with Emotions and Stress	Never	Sometimes	Most of the time	Always
a. I am able to control my emotions in challenging situations	☐	☐	☐	☐
b. I am able to remain calm and work effectively in stressful situations/conditions	☐	☐	☐	☐
c. When faced with a problem, I think about possible solutions straight away instead of lingering on the problem	☐	☐	☐	☐

Sub-Competency 2: Utilizing Empathy				
a. I solve problems and develop solutions by listening first and acting empathetically	☐	☐	☐	☐
b. I inform others if I am making decisions that will affect them	☐	☐	☐	☐

Sub-Competency 3: Thinking and Approaches				
a. I try to use comprehensive approaches when addressing issues	☐	☐	☐	☐
b. I think about the needs of different people when considering potential solutions to problems	☐	☐	☐	☐

Sub-Competency 4: Identifying and Using Opportunities and Trends				
a. I identify opportunities to act and use these opportunities to make change	☐	☐	☐	☐
b. I understand current trends and take action with these in mind	☐	☐	☐	☐

3. Self-confidence

You have belief in yourself and know what you are good at. You are able to look honestly at your weaknesses and constantly try and improve then. You take risks, step-up to challenges and aren't afraid to fail.

Sub-Competency 1: Identifying Strengths and Celebrating Successes	Never	Sometimes	Most of the time	Always
a. I am confident in myself and my abilities	☐	☐	☐	☐
b. I celebrate my personal successes and strengths	☐	☐	☐	☐

Sub-Competency 2: Looking Honestly at Weaknesses

	Never	Sometimes	Most of the time	Always
a. I admit my weaknesses and work to improve and develop them	☐	☐	☐	☐
b. When I make a mistake, I admit it and change my behaviour or take action to fix it	☐	☐	☐	☐
c. If I don't know the answer to something I ask others for help in order to improve	☐	☐	☐	☐

Sub-Competency 3: Taking Risks

	Never	Sometimes	Most of the time	Always
a. I find solutions to challenging problems	☐	☐	☐	☐
b. I stand by my choices regardless of people's opinion	☐	☐	☐	☐

Sub-Competency 4: Failing Forward

	Never	Sometimes	Most of the time	Always
a. I am not afraid to fail	☐	☐	☐	☐
b. I understand that failure is important for growth	☐	☐	☐	☐
c. If I fail, I do not give up but instead try again	☐	☐	☐	☐

4. Globally

You understand how things are connected on a global scale. You have a passion for diversity. You wish to create a global network of peers and mentors in order to develop your own ideas and leadership skills. You interpret your own context and the work you do on a global scale, making yourself an effective change maker.

Sub-Competency 1: Having a Global Outlook	Never	Sometimes	Most of the time	Always
a. I understand the big picture and how things are connected on a global scale	☐	☐	☐	☐
b. I understand my position in the community and the world	☐	☐	☐	☐

Sub-Competency 2: Valuing Diversity

	Never	Sometimes	Most of the time	Always
a. I look for different perspectives, experiences and opinions	☐	☐	☐	☐
b. I am comfortable working with people who are different from me	☐	☐	☐	☐
c. I help people from all different backgrounds	☐	☐	☐	☐

Sub-Competency 3: Benefitting from Unpredictable and Unfamiliar Environments

	Never	Sometimes	Most of the time	Always
a. I am confident in unfamiliar and challenging environments and situations	☐	☐	☐	☐
b. I am flexible when unexpected events arise	☐	☐	☐	☐
c. I adapt to unexpected events and understand that they can create opportunity	☐	☐	☐	☐

Sub-Competency 4: Growing and Harvesting Networks

	Never	Sometimes	Most of the time	Always
a. I actively seek out a global network of mentors and peers to engage with on a regular basis	☐	☐	☐	☐
b. I use networks of people and resources to strengthen myself	☐	☐	☐	☐

5. Vision

You are able to bring people together to accomplish something. You build off your passion and purpose to envision a better future. You are able to bring others to your cause and inspire them to action.

Sub-Competency 1: Seeing a Better Future	Never	Sometimes	Most of the time	Always
a. I see opportunities and potential for a better future	☐	☐	☐	☐
b. I use these opportunities to work towards building a better future	☐	☐	☐	☐

Sub-Competency 2: Setting Personal, Professional and Team Goals				
a. I create personal goals that are SMART (**S**pecific, **M**easurable, **A**chievable, **R**ealistic and **T**ime-based)	☐	☐	☐	☐
b. I create professional goals that are SMART (**S**pecific, **M**easurable, **A**ttainable, **R**ealistic and **T**ime-based)	☐	☐	☐	☐
c. I develop action plans to ensure these goals are met	☐	☐	☐	☐

Sub-Competency 3: Inspiring and Influencing				
a. I encourage team members to work towards a shared vision	☐	☐	☐	☐
b. I help team members to build their capabilities	☐	☐	☐	☐
c. I promote the inclusion of all team members when working towards a common goal	☐	☐	☐	☐

Sub-Competency 4: Courage to Challenge Norms				
a. I challenge normal and traditional thinking and solutions	☐	☐	☐	☐
b. I am dedicated to and interested in reaching an end goal	☐	☐	☐	☐
c. I dare to be brave in new situations	☐	☐	☐	☐

Part II

The following questions will assess your technical skills and knowledge in designing and leading social skate projects for girls.

Technical Skills and Knowledge

1. Before project implementation	Never	Sometimes	Most of the time	Always
a. I am confident in my ability to plan, prepare and organise social skate projects	☐	☐	☐	☐
b. I am confident in my ability to plan, prepare and organise social skate projects specifically for girls	☐	☐	☐	☐
b. I know how to effectively design a budget and use a budget template to plan project expenditure	☐	☐	☐	☐
c. I know how to use activity plans to ensure my project remains on track	☐	☐	☐	☐
d. I understand the barriers girls face when participating in skateboarding and know different strategies to address these	☐	☐	☐	☐

2. During project implementation				
a. I feel confident leading and delivering social skate projects for girls	☐	☐	☐	☐
b. I know how to ensure the physical and emotional safety of the girls participating in my project	☐	☐	☐	☐
c. I encourage girls in my project to participate and contribute to each session	☐	☐	☐	☐
d. I know how to actively engage girls during project sessions and encourage them to develop their own leadership skills	☐	☐	☐	☐
e. I know of organisations and/or other young leaders, who I can ask for support	☐	☐	☐	☐

3. Post project implementation

a. I am confident using different M&E tools and know how to collect accurate and relevant data

☐ ☐ ☐ ☐

b. I am able to analyse my project data and I know how to use this information to see areas that my project could improve

☐ ☐ ☐ ☐

c. I am able to confidently and concisely write narrative reports

☐ ☐ ☐ ☐

Part IV – <mark>Endline ONLY</mark>

The following questions will gather your feedback on the ROLL Models programme:

Programme Learning: During the ROLL Models programme did you learn anything new about…	No	Yes	I don't know
a. …developing and designing a social skate project for girls?	☐	☐	☐
b. …coordinating and managing a social skate project for girls?	☐	☐	☐
c. …creating and managing a budget for a social skate project?	☐	☐	☐
d. …barriers that hinder girls from participating in sports?	☐	☐	☐
e. …how to create a safe space?	☐	☐	☐
f. …telling your own story?	☐	☐	☐

Programme Feedback

a. What did you like most about the ROLL Models programme?

b. What do you think could be improved?

c. Do you think the ROLL Models programme is an effective way to encourage younger girls to participate in skateboarding? Why or why not?

d. Considering your experience, would you recommend the programme to a friend or someone you know? (1 equals Not at all likely, 10 equals Very Likely)?

☐	☐	☐	☐	☐	☐	☐	☐	☐	☐
1	2	3	4	5	6	7	8	9	10