

**Leadership Disposition Evaluation**  
**Candidate Leadership Disposition Evaluation**  
**(18-Hour Review and 36-Hour Reviews)**

Candidate:	Cohort:
Evaluator (s):	

Excellent (4 points)	Adequate (3 points)	Fair (2 point)	Poor (1point)	Disposition Item	Competency
				1. Effectively listens to others; clearly and effectively presents and understands information orally and in writing	<b>Communication</b>
				2. Effectively engages others in the change process in a manner that facilitates successful implementation.	<b>Change Management</b>
				3. Anticipates or seeks to resolve confrontations, disagreements, or complaints in a constructive manner.	<b>Conflict Management</b>
				4. Shows a capacity for innovative thinking.	<b>Creative Thinking</b>
				5. Shows an appreciation for the servant nature of leadership.	<b>Customer Focus</b>
				6. Can effectively assign work tasks to others in ways that ensure efficiency in operations.	<b>Delegation</b>
				7. Is skilled in engaging people in conversations that explore issues and challenges.	<b>Dialogue/Inquiry</b>
				8. Shows the capacity for self-awareness and self-management and demonstrates empathy and social awareness.	<b>Emotional Intelligence</b>
				9. Is logical in reaching conclusions and makes decisions based on a careful analysis of available information.	<b>Judgment</b>
				10. Effectively plans and schedules so that resources are used appropriately.	<b>Organizational Ability</b>
				11. Consistently exhibits high standards in the areas of honesty, integrity, fairness, stewardship, trust, respect, and confidentiality.	<b>Personal Ethics and Values</b>

				12. Responds to issues, inquiries or requirements for information in an expedient manner.	<b>Responsiveness</b>
				13. Assumes responsibility and recognizes when prompt action is needed to make a decision without compromising long-term goals. Demonstrates individual accountability for high quality work.	<b>Results Orientation</b>
				14. Deals tactfully with others in emotionally stressful situations and is able to relate to people of varying ethnic cultural, and religious backgrounds.	<b>Sensitivity</b>
				15. Uses available time effectively to complete work tasks and activities that lead to the achievement of desired work or goals. Runs effective meetings. Comes to class on time/respectful of others' time.	<b>Time Management</b>
				16. Demonstrates the capacity for visionary thinking	<b>Visionary</b>
48 and above-Acceptable Below 48 and any item with score of "2" or below-Intervention Plan (meet face-to-face with Program Faculty for goal setting to improve)				<b>SCALE</b> <b>4 Points (Excellent)</b> <b>3 Points (Adequate)</b> <b>2 Points (Fair)</b> <b>1 Point (Poor)</b>	<b>Candidate Total Score</b> <b>64</b>

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**Reviewed By Doctoral Faculty Committee** \_\_\_\_\_ **Date** \_\_\_\_\_

**Signature of Program Coordinator:** \_\_\_\_\_