Agile Leadership Self-Assessment

Honest Reflection for Leadership Growth

A companion resource from Agile Meets AI, Chapter 8

Agile leadership demands specific capabilities that differ from traditional management. This assessment helps you identify your strengths and growth areas across four key dimensions.

Rate yourself honestly: 1 = Rarely/Never, 5 = Consistently/Always

Statement	1	2	3	4	5
COACHING OVER COMMANDING					
I ask questions rather than provide answers when teams face challenges.	☐	☐	☐	☐	☐
I resist solving problems for my teams, even when I know the answer.	☐	☐	☐	☐	☐
I invest time in developing my team's problem-solving capabilities.	☐	☐	☐	☐	☐
I create space for teams to learn from their mistakes without jumping in.	☐	☐	☐	☐	☐
SYSTEMS THINKING					
I consider how changes in one area affect the entire organization.	☐	☐	☐	☐	☐
I look for root causes rather than treating symptoms.	☐	☐	☐	☐	☐
I accept local inefficiencies when they improve overall flow.	☐	☐	☐	☐	☐
I optimize for the whole value stream, not individual functions.	☐	☐	☐	☐	☐
ADAPTIVE PLANNING					
I treat strategy as a hypothesis, not a mandate.	☐	☐	☐	☐	☐
I'm comfortable with ambiguity and changing plans.	☐	☐	☐	☐	☐
I create plans that can evolve based on learning.	☐	☐	☐	☐	☐
I reward curiosity over certainty in myself and others.	☐	☐	☐	☐	☐
BUILDING INFLUENCE (Consistency, Competence, Character)					
My actions consistently match my stated values.	☐	☐	☐	☐	☐
I stay close enough to the work to provide meaningful support (without micromanaging).	☐	☐	☐	☐	☐
I keep commitments and do what I say I'll do.	☐	☐	☐	☐	☐
I see my role as serving my teams, not the other way around.	☐	☐	☐	☐	☐

Scoring & Reflection

Coaching: _____ / 20	Adaptive Planning: _____ / 20
Systems Thinking: _____ / 20	Building Influence: _____ / 20

Per dimension: 16-20 = Strength | 11-15 = Developing | 4-10 = Growth Area

Coaching Questions for Growth

Where do I default to command-and-control?

What triggers cause me to revert to old patterns?

Which ONE capability will I focus on developing first?

Remember: Pick one anti-pattern or one skill to develop. Master it before moving to the next. A transformation that tries to change everything quickly winds up changing nothing.

From *Agile Meets AI: A Pragmatic Guide for Modern Teams* by Sheila Eckert
Download more resources at thesheilaverse.com/book-companion