SELF-ASSESSMENT

Are We Leading Through Learning?

This self-assessment outlines key indicators of learning leadership and aligned system design in teams, networks, and organizations.

As a leader, complete the assessment in collaboration with members of your leadership team, reflecting on (1) the degree to which each mindset, behavior, or practice is present in your system and (2) how your leadership team has supported or inhibited uptake. Use your answers to identify areas of strength and growth and to measure improvement over time.

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My organization, team, or system...	NEVER		SOMETIMES		ALWAYS
A. Sees every strategy as a hypothesis.	1	2	3	4	5
How has our leadership team supported or inhibited uptake?					
B. Values and proactively draws in the perspectives of relevant and proximate stakeholders throughout the process of developing, testing, and improving any policy, strategy, or practice.	1	2	3	4	5
How has our leadership team supported or inhibited uptake?					
C. Fosters collaboration across traditional organizational boundaries in service of data analysis and meaning making, the generation of new knowledge, and the improvement of strategy and practice.	1	2	3	4	5
How has our leadership team supported or inhibited uptake?					
D. Shifts resources (e.g., staffing, funding, time) to address new opportunities and challenges.	1	2	3	4	5
How has our leadership team supported or inhibited uptake?					
E. Uses an explicit, shared learning cycle.	1	2	3	4	5
How has our leadership team supported or inhibited uptake?					
F. Uses shared theories of improvement and aligned learning questions to guide improvement activities.	1	2	3	4	5
How has our leadership team supported or inhibited uptake?					

My organization, team, or system...	NEVER		SOMETIMES		ALWAYS
G. Uses shared measurement systems, measures, tools, and a cadence of routines to guide data collection, analysis, and application in service of ongoing improvement. How has our leadership team supported or inhibited uptake?	1	2	3	4	5
H. Has explicit organizational standards that guide core work, which staff and stakeholders innovate and improve over time. How has our leadership team supported or inhibited uptake?	1	2	3	4	5
I. Has and uses andon cords — mechanisms to report challenges with strategy implementation and daily practice to leaders and other relevant parties as they occur. How has our leadership team supported or inhibited uptake?	1	2	3	4	5
J. Recognizes and rewards staff for achievements in learning and improvement, rather than exclusively for traditional measures of success. How has our leadership team supported or inhibited uptake?	1	2	3	4	5
K. Fosters transparency — staff feel comfortable sharing thought processes, learnings, successes, uncertainties, and failures. How has our leadership team supported or inhibited uptake?	1	2	3	4	5