

WHAT DOES IT TAKE TO BE A SUBLIME LEADER OF A FUNDRAISING STAFF



INSTITUTE FOR CHARITABLE GIVING

Effective leaders always seek to improve their skills in counseling and guiding their staff. Building *esprit*, helping staff to reach their highest aspirations, creating team work, keeping focus on objectives (financial and mission), and understanding the importance of integrity and high standards — these are all important in the leadership role.

Our **WHAT DOES IT TAKE TO BE A SUBLIME LEADER** measures how effective a leader you are. This instrument provides benchmarks for your *Leaders-Quotient*. Be scrupulously honest in your rating!

Here's How To Score Your Answers 1 = never 2 = seldom 3 = sometime 4 = often 5 = always

REACHING CLOSURE		POINTS
1	You have a higher than average intelligence. But are also street-savvy.	
2	You have a good command of the English language in speaking and writing.	
3	There is an unceasing intellectual curiosity.	
4	You exhibit a passion for your own learning that ensures you are growing personally.	
5	You demonstrate a deep dedication for your institution.	
6	You consider fundraising a high calling — professionally and personally.	
7	You know and enjoy how to think both imaginatively and analytically — and able to discern when each is needed.	
8	You love complexity and can handle the ambiguity and paradoxes of the job and your role as a leader.	

QUESTIONS		POINTS
9	You are able to think creatively— and encourage a staff to think and work outside the box.	
10	There is a high level of energy— it’s infectious.	
11	You can laugh at your weaknesses and mistakes while also taking them seriously as an opportunity to learn.	
12	You are willing to take calculated risks.	
13	You are a team player and want to learn from and help coach colleagues.	
14	You help and motivate staff members to reach their highest aspirations.	
15	You are in firm alignment with the Core Values and mission of the organization.	
16	As a leader you help the staff understand that they do not have just a job— they are responsible for the organization’s ability to touch lives.	
17	You help the staff find rewards and fulfillment in their work.	
18	You motivate the staff to exceed expectations.	
19	You display “Window & Mirror” maturity. When things go well, you credit the <i>window</i> to others. When things go wrong, you look in the <i>mirror</i> and ask in what way you contributed to what happened.	
20	A manager motivates the staff to meet their goals— and that of the institution. As a leader you help staff meet objectives they never thought possible. You start by asking if you have the right people in the right seats with their hands and feet on the right controls.	
TOTAL:		

TOTAL POINTS

- 100-87 You’ve got the touch! You are a sublime leader.
- 86-72 You’re doing well, but you could improve.
- 71-69 You need to work on your weaknesses.
- 68 and below You should make an extensive effort to improve your skills

