

ARE YOU A MATURE LEADER?

Take this short quiz to find out.

Are you a mature leader? Do you have the potential to be? For each of the statements below, circle the answer, True or False, that best describes your attitudes about what it means to be a leader.

- TRUE FALSE Great leaders tend to be charismatic.
- TRUE FALSE If there is a quick fix, don't be ashamed to use it. Then focus on a longer-term solution after you've put out the fire.
- TRUE FALSE Number crunching, being detail-oriented, and having an impressive retention for large amounts of information are key assets for mature leadership.
- TRUE FALSE When you face an opponent whose values run counter to yours, that's a good indication that you should not be doing business with him or her.
- TRUE FALSE A good leader gains the respect of employees and colleagues by making policies and sticking to them without fail.
- TRUE FALSE A leader who remains somewhat aloof from his or her employees will avoid problems and garner respect.
- TRUE FALSE In business, winning is the name of the game.
- TRUE FALSE To burn brightly in a new entrepreneurial enterprise, it may be necessary to sacrifice some quality-of-life issues for the first few years.
- TRUE FALSE Performance should be the core value of your organization and everyone in it.
- TRUE FALSE Being "liked" is less important for a mature leader than being feared.
- TRUE FALSE Selfishness is not necessarily a bad thing when you are trying to gain competitive advantage for you and your organization.
- TRUE FALSE Leaders and employees don't have to share the same objectives, as long as they are both committed to their jobs.



Scoring:

Count of the number of TRUE answers you circled. If your score was:

- 9–12 You are probably an excellent manager, highly respected—maybe even feared—by your employees and competition alike. The term *superstar* aptly describes how others feel about you. You are dedicated to getting the job done, and you do it better than most. However, great management and great leadership are two different things. Mature leadership encompasses such qualities as circumspection, willingness to fail and look foolish, humility, excellent communication and cooperation with people with diverse backgrounds and value systems, and a desire to do greater good in the world.
- 5–8 You are well on your leader’s journey to maturity. You, no doubt, value solid business and employee relationships more than the material rewards they bring. You have discovered that high-performing employees are those who love their jobs and believe in the higher moral path you are taking. You have probably struggled to create a greater balance, in both your personal and professional life, between accomplishments and peace of mind. You may be hesitant to take the more difficult, less flashy, path to success, but something deep within you calls you to forge ahead.
- 0–4 Congratulations! You have either resisted, or overcome, the seductive allure of Peter Pan leadership, so celebrated in our culture. You have done a great deal of soul searching, and you are self-aware and serene. For you, mature leadership means giving something back to the world and to your organization. Colleagues and employees alike see you as a role model. People in your organization are deeply committed to your vision, and share your mission to do something meaningful in the world.

