

**L.E.A.D. Coaching Test Instructions:** Score each grouping of four statements with the numbers 4-3-2-1 for each grouping. Use 4 for the statement most like you with 3, 2, and 1 being progressively less like you (for example: in boxes 1-4, use the numbers 1, 2, 3, and 4 only once). Don't deliberate too long over any one answer.

- 1  I tackle people problems head on.  
2  I have always been good at persuading others to do things.  
3  I am diplomatic when I let others know how I feel.  
4  I work well with others.
- 5  I really enjoy mixing in a crowd.  
6  If I am going to change, I need prior notice to think it over.  
7  I have trouble turning down requests for any legitimate charity.  
8  When I am right, I move ahead regardless of what other people think.
- 9  If I disagree, I seldom say anything about it.  
10  I would rather make things go smoothly than try to confront others.  
11  I take immediate disciplinary action and move on.  
12  I am good at selling an idea.
- 13  If I am given a job, I will stick to it until it's finished.  
14  Decision-making ability is one of my greatest assets.  
15  I make it a point to get to know each member on my team.  
16  I am a very disciplined person.
- 17  I am aggressive at getting work done.  
18  I enjoy coaching others through difficulties.  
19  When I solve a problem, I am adaptable.  
20  When someone shows me a better way to do a job, I do it their way.
- 21  I am seen as assertive and competitive at work.  
22  I feel that my personality is my biggest asset.  
23  I am known for accuracy and precision.  
24  My superiors always know the status of my work.
- 25  Inspiration is the most effective form of leadership.  
26  I am cautious about change.  
27  I give in to others most of the time.  
28  I come up with the most fresh, new ideas.
- 29  I will bend a bit if it will make things go more smoothly.  
30  I may be too considerate at times.  
31  Whenever action is necessary, I consider myself a pioneer.  
32  I'm glad I have a way with others so I can be a positive influence.
- 33  I am cheerful and warm.  
34  I have a good "sixth sense" regarding business decisions.  
35  I really know how to win people over.  
36  It bothers me to have to follow an unproven procedure.
- 37  I am not bothered by aggressive people.  
38  I perceive myself as a person who inspires others.  
39  When I listen to instructions, I listen for valuable facts.  
40  I rarely lose my temper.

- 41  I am a winner in most situations.  
42  People consider me to be the life of the party.  
43  I follow instructions to the letter.  
44  Whenever possible, I like things to go smoothly.
- 45  I am an effective communicator.  
46  I prefer to make long range plans.  
47  I am a good listener.  
48  If someone needs discipline, I discipline them right away.
- 49  If something has instructions, I read them.  
50  I feel that I am a good-natured person.  
51  I make decisions based on common sense and merit, not popularity.  
52  I really do care about people.
- 53  I get complimented for being such a hard worker.  
54  I am good at making decisions.  
55  Others regard me as an influential person.  
56  When I read a report, I look specifically for facts and figures.
- 57  I get bored easily with routine tasks.  
58  I have lots of friends, most of whom go back a long way.  
59  I am objective when rewarding team members.  
60  I am especially considerate of team members when I'm in charge.
- 61  It's hard for others to persuade me to change when I'm right.  
62  I always appear outgoing and optimistic.  
63  Authority is there for a reason, so I respect it.  
64  I usually do things in moderation.
- 65  I live to share new ideas and information with others.  
66  I go out of my way to help others in need.  
67  People consider me to be a gentle person.  
68  I like the challenge of handling aggressive people.
- 69  I do jobs logically and precisely.  
70  I am sometimes more loyal to my friends than they are to me.  
71  "Do it now!" is my motto.  
72  I am interested in finding out what makes people tick.
- 73  I am a generous person.  
74  I like to make things happen.  
75  I am a very popular person.  
76  I go to great lengths to avoid an argument.
- 77  At work I'm competitive, and I like it.  
78  If someone really needs convincing, I am the one to do it.  
79  Accuracy is as important as deadlines.  
80  I do my best to be patient.

## L.E.A.D. Coaching Profile Scoring Sheet

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Add boxes 1 & 41
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Add boxes 2 & 42
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Add boxes 3 & 43
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Add boxes 4 & 44
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Add boxes 5 & 45
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Add boxes 6 & 46
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Add boxes 7 & 47
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Add boxes 8 & 48
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Add boxes 9 & 49
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Add boxes 10 & 50
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Add boxes 11 & 51
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Add boxes 12 & 52
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Add boxes 13 & 53
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Add boxes 14 & 54
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Add boxes 15 & 55
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Add boxes 16 & 56
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Add boxes 17 & 57
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Add boxes 18 & 58
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<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Add boxes 26 & 66
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Add boxes 27 & 67
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Add boxes 28 & 68
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Add boxes 29 & 69
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Add boxes 30 & 70
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Add boxes 31 & 71
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Add boxes 32 & 72
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Add boxes 33 & 73
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Add boxes 34 & 74
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Add boxes 35 & 75
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Add boxes 36 & 76
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Add boxes 37 & 77
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Add boxes 38 & 78
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Add boxes 39 & 79
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Add boxes 40 & 80
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<b>Total</b>

L E A D

### Scoring instructions:

Total the corresponding boxes and write the sum into the box on that line.

Once all the boxes are filled in, then total each column into the corresponding box at the bottom of the column.

Transcribe the L. E. A. and D. scores from the bottom of each column onto the below chart.

L: \_\_\_\_\_

E: \_\_\_\_\_

A: \_\_\_\_\_

D: \_\_\_\_\_

**\*\*\* CHECK YOUR WORK: When properly graded the above 4 scores should equal 200.**

Circle your highest score twice

Circle your second highest score once

Write your score into the below grid:

Highest Score	Second Highest Score