

# THE TALENT-OBSSESSED QUIZ FOR LEADERS

by Beth Armknecht Miller



*Leaders who are “talent obsessed” understand that without an engaged and talented workforce, the execution of their strategic plan is merely a hope and a dream.*



The questions in this quiz are for leaders who are responsible for the performance of employees. The quiz is designed for you as a leader to self reflect and assess your level of talent obsession. Self-reflection is a critical skill leaders need to develop. It will help you to build your level of EQ, emotional intelligence. Ask yourself the following questions around the time you invest in your talent, the effectiveness of the time spent, and your own personal development.

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## Time Investment

- What percent of your time is spent developing your team members?
- Do you take time to mentor others who don't report directly to you?
- How often do you review performance goals with employees?
- How often do you review development plans with your employees?
- How often do you spend individual 1 on 1 time with each direct report?
- Are they regularly scheduled meetings or on an as needed basis?
- How much time are you spending with your high performers vs those that are low performers with bad attitudes?

## Effectiveness

- Do you practice looking for coachable moments and then act upon them? What is the most recent example and what were the results?
- How effective are you as a coach? And what results can you point to that supports this belief?
- How are you measured in the area of employee development? What metrics are used?
- Who are you currently challenged with coaching? What are your next steps?

## Personal Development

- How much time do you spend on developing yourself as a leader? And, what are your preferred methods of development?
- Who could step in and take your role should you suddenly not be able to perform your responsibilities?
- How do you gain feedback on your performance?
- What is the one behavior that if changed, would have a significant impact on your leadership success?

Beth Armknecht Miller's passion for learning, and dedication to helping others, are strands woven throughout her distinguished career, which continue to guide her work with Executive Velocity, a top talent and leadership development advisory firm.

### *To Your Leadership Success*



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