

Leadership Pattern Self-Inventory



“ I believe the Leadership Pattern is a framework that enables us to identify very specific objectives or targets for what we need to accomplish . . . as we go through an assessment of where we are, that gives us very specific, tangible things to focus on so that we can continue to press forward. ”

—Elder David A. Bednar

(From an interview with Ben Porter, managing director of Human Resources, Apr. 17, 2014)

ABOUT THIS TOOL: The purpose of the Leadership Pattern Self-Inventory* is to help you to identify specific areas in the Leadership Pattern that are strengths as well as areas that need further development. Doing so will help you to take purposeful steps toward your continual development as you apply the Leadership Pattern talents to your work.

Step 1: What Lack I Yet?

While seeking the Spirit, humbly read, reflect on, and evaluate yourself on the statements below.

Core Talents

Lead like the Savior	Never	Rarely	Sometimes	Often	Always
I show respect to all people.					
I minister with love and kindness to others.					
I show personal courage by standing up for what is right.					
I balance giving admonition and nurturing.					
I am considered trustworthy by others and show integrity of heart.					
I strive for increased levels of spiritual strength.					

Act under the Direction of the Spirit	Never	Rarely	Sometimes	Often	Always
I prepare myself spiritually for my work.					
I seek to know the will of the Lord in my work.					
I apply Church doctrine to my work.					
I make inspired decisions.					
I act on the knowledge I have, even if I don't fully understand the overall view.					

*This tool is intended solely for personal development purposes and should not be used for performance reviews or in making placement decisions.

Align with the Brethren	Never	Rarely	Sometimes	Often	Always
I understand the purposes of the Brethren as they relate to the work I do.					
I consider what the world can offer, but I seek to help grow the Church after the Lord's pattern.					
I present the truth and my best thinking to my leaders.					
I work to build the Church, not just my professional discipline.					
I consider what is best for the global Church.					

Operational Talents

Define Direction	Never	Rarely	Sometimes	Often	Always
I anticipate the needs of those I serve.					
I can envision what the future might look like and can articulate it to others.					
I can articulate clearly how to achieve the defined vision.					
I know that what I am doing is right for the Church.					
I am willing to change direction when needed.					

Counsel Together	Never	Rarely	Sometimes	Often	Always
I invite input from and sincerely listen to others.					
I focus on asking the right questions.					
I speak up and share my perspective.					
I am receptive and humble when receiving counsel.					
I put the interests of the council above my personal interests.					
I involve others across the organization in my work.					

Build Capability	Never	Rarely	Sometimes	Often	Always
I lead others to become better than they knew they could become.					
I seek to improve my talents and gain new talents and to help others do likewise.					
I stretch myself and others to achieve greater results.					
I strive to learn from experience and to help others do the same.					
I strive to openly seek the truth and share it with others.					

Organize the Work	Never	Rarely	Sometimes	Often	Always
I use data to plan the work more effectively.					
I am able to identify my most important work.					
I create meaningful plans for accomplishing the work.					
I enable the work by identifying and using proper structure, processes, and tools.					
I clearly identify accountabilities and define how performance is measured for myself or others (or both).					

Accomplish the Work	Never	Rarely	Sometimes	Often	Always
I lead meaningful change.					
I match my or others' strengths (or both) to the work that needs to be done.					
I take the initiative to act, and I also enable others to act for themselves.					
I quickly identify solutions to challenges.					
I use wisdom in spending the widow's mite.					
I get results and do so in the Lord's way.					

Render an Account	Never	Rarely	Sometimes	Often	Always
I render an account for my performance regularly.					
I help others to continually progress.					
I represent the truth clearly and accurately.					
I hold myself and others accountable.					
I express appreciation for others' accomplishments.					

Step 2: Therefore, What?

Identify what you learned from your responses above by answering the following questions.

1. From your assessment of the statements in step 1 above, which areas are you doing well in?
Where are your areas of strength?

2. From your assessment of the statements in step 1 above, in which areas do you need to develop further?
Where do you need the most improvement?

3. What were your overall insights and impressions from completing this exercise?

Step 3: What Must I Do?

1. Based on what you've identified (step 1) and learned (step 2), what specifically must you now do in order to build greater capability in yourself so you can more effectively accomplish the work?

2. List some specific ways you can use your identified strengths to help improve in the talent area(s) you identified in step 2 above.

3. What are other specific actions you can take to further develop in the talent areas you have identified?

Some possible examples might include the following:

- Seek confirmation from the Spirit that what you have decided to work on is correct.
- Seek to understand the doctrine and principles that support the Leadership Pattern talents (see respective talent pages for scriptural principles).
- Revisit the goals and objectives you set in the Accountability and Talent Improvement (ATI) tool. Seek to identify how you can apply the talents you identified as strengths (question 1 from step 2 above) to help you achieve your goals.
- Develop a specific [action plan](#) for improving in the area(s) you identified.
- Deepen your learning by sharing the insights you gain with others (your manager, peers, family, or others). Who can you share your insights with?

List additional actions you can take.