



# **Empathy Skill Assessment**

Leadership from the Heart & Mind



**CreatingEdge**



# Empathy Skill Assessment



## Empathy Skill Assessment – Scale of 1-5

1. Empathy is valued in our organisation – it is one of our core values & I include Empathy in my leadership goals & objectives.

1	2	3	4	5
Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree

Score:

2. People are highly valued in our organisation – our number one asset greater than our customers, products, services & IP – People focus is my absolute No. 1 priority.

1	2	3	4	5
Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree

Score:

3. I focus on the relationship I have with every team member – it is beyond purely professional & has a personal connection where I understand each team member fully.

1	2	3	4	5
Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree

Score:

4. I am open to the team about myself & my personal life to a great extent. I am always honest about decisions, my views & appreciate two-way dialogue with the team.

1	2	3	4	5
Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree

Score:

5. I always seek to understand the feelings & emotions of others. I repeat back what I hear to ensure it is accurate & seek clarity to truly understand the position of those I am with.

1	2	3	4	5
Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree

Score:

6. I focus on being approachable to the whole team by maintaining a warm, accepting style, with easy access to myself for lengthy times as well as 'walking the floor' to connect & engage with as many team members as possible.

1	2	3	4	5
Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree

Score:

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7. I always focus on listening & pause or use silence as a tool to listen deeper to the individual who is speaking. I listen vs speaking on a minimum 2:1 ratio or greater.

1	2	3	4	5
Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree

Score:

8. When discussing with the team I always use We instead of Me & Us instead of I – adopting inclusive language to ensure that as leader I am part of the team.

1	2	3	4	5
Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree

Score:

9. When listening, I don't make assumptions or any pre-judgements or interrupt the speaker. I listen intently to what they have to say & ask clarifying questions to understand fully the context of what is being said.

1	2	3	4	5
Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree

Score:

10. I focus full on the speaker with my eyes, provide visible affirmations I am listening & ensure I am never distracted while listening to the speaker.

1	2	3	4	5
Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree

Score:

**Total Score:**

## Result:

Score each question based on your activities today & add up your score.

**33-50** – Empathy is a skill to focus on. As the number one modern leadership skill for leaders, it's imperative you explore this course to support your personal leadership growth.

**17-33** – You have some positive empathetic traits for a leader which is a great start. The comprehensive nature of this course will definitely expand your empathy skills – highly recommended.

**0-17** – Congratulations, we love witnessing empathy in modern leaders & you score well against the 10 criteria. This course will still sharpen your empathy capabilities & increase your empathetic leadership opportunity, should it be a priority for you.