



## How to be an authentic leader

A quick assessment of your leadership authenticity.

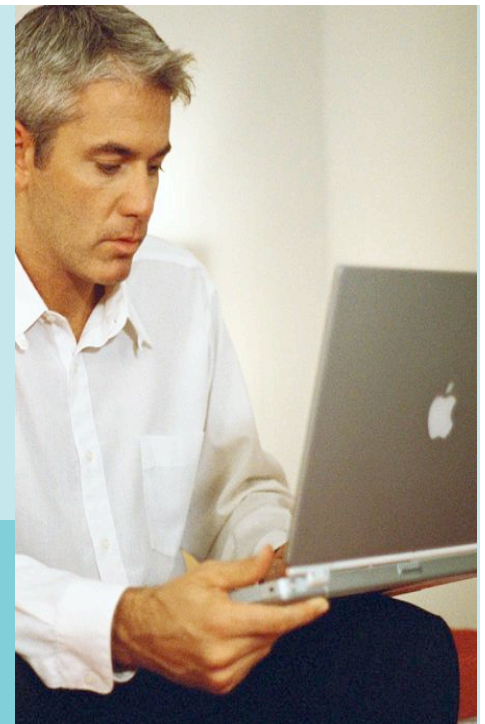
**People often assume that authenticity is a quality that a person either has or has not. In fact authenticity is a quality that others must attribute to you. Therefore to a great extent, it can also be controlled by you. Authenticity matters in leadership as people increasingly want to be lead by someone “real”. Many of us are disenchanted with many politicians and business people and we all suspect that we’re being duped**

Great leaders often seem very authentic, you get the real them - think of one you admire, could you say they are or were authentic? Authentic leaders have that ability to be themselves whoever they are with, an almost chameleon like effect, being all things to all men, yet always being themselves.

Check out your authenticity using the self assessment overleaf and then reflect on the why each question has been included, and what behaviour demonstrates authenticity.



“Society is increasingly dissatisfied with sleek, airbrushed leadership, which is what makes authenticity such a desirable quality in today’s corporations – a quality that, unfortunately is in short supply.” (Harvard Business Review)



Score each statement 1: Strongly Disagree, 2: Disagree, 3: Sometimes Agree, 4: Agree, 5: Strongly Agree

		Score
1	❖ When I find something I dislike (e.g. a messy office kitchen) I <b>always</b> sort it myself.	<input type="text"/>
2	❖ I am <b>very</b> comfortable talking to people about my origins, i.e. home life, locations, career, beliefs.	<input type="text"/>
3	❖ I can quickly list five moral principles I <b>strongly hold to</b> in life.	<input type="text"/>
4	❖ My conversation is characterised by truth, I do not embellish or exaggerate dialogue.	<input type="text"/>
5	❖ My words are <b>always</b> consistent with my actions.	<input type="text"/>
6	❖ I <b>always</b> say what I am thinking, not what others want to hear.	<input type="text"/>
7	❖ I can quickly call to mind recent examples where I have been seen to “walk the talk”	<input type="text"/>
8	❖ I have 3 or 4 <b>extremely clear</b> objectives I am working towards, not more.	<input type="text"/>
9	❖ I am able to build a natural rapport with <b>anyone</b> , no matter what their background or circumstance.	<input type="text"/>
10	❖ I <b>always</b> encourage <b>brutally truthful</b> feedback about myself, ideas and actions.	<input type="text"/>
		<input type="text"/>

**Interpreting the result**

Add up your total score here

Score between 40 & 50: You may be a strong leader, check by getting a follower to complete their version on you.

Score between 20 & 39: Start by reviewing your lower scores, identify helpful new behaviours, and work at embedding them in your life.

Score below 20: Stand back and reflect, determine whether leadership authenticity something you would agree with or aspire to?