

How to Evaluate Your Success As A Leader

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Do you ask for feedback? The best way to know if you're successful as a leader is to ask others what you are doing well and what you could improve.. Feedback such as this is just data: data you can use to achieve your goals. Rather than focusing on everything, **evaluate your success based on the goals that are important to you.** Keep in mind, what's important to you might not be important to others. Clarify that you are asking for feedback regarding the goals that you care about.

Another way to measure our success as leaders is to assess your relationships. Are they healthy? Do people have clarity? Are they moving forward? Are the teams that we are a part of healthy and high performing? If the answer is yes, you're doing great as a leader.

Don't forget you're not just a leader at work; you're also a leader at home. Ask yourself those same questions at home. Do I have healthy relationships? Are people happy, satisfied, and engaged? What's the best way to improve your personal relationships? Ask your family, friends and relatives for their thoughts on how you are doing as a spouse, a parent, or a friend.

Before I started getting feedback, I saw myself as a laid-back and easy going. After I started getting feedback, I realized that I am intense and task-focused, and I've been accused of being arrogant, intimidating and not caring about other people. Based on this data, I have spent many years working on my ability to care about and empathize with others. Developmental feedback can be hard to hear but remember that we are all works in progress.

When we do 360 degree feedback surveys, participants often say, "I wish I would have had this information earlier in my career." Without the benefit of 360 instruments and similar feedback, I'm not sure my awareness would have been raised. When it comes to 360s - do them early because it's never too early to start working on

ourselves, and do them often, because we grow and evolve over time. They are valuable at many stages of in our career.

As you look back on 2018 and evaluate your success, use the feedback you get as part of your planning in 2019 and to guide your choices and behaviors in the future at work and at home. Happy New Year to you and yours!

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