

SELF-ASSESSMENT: LEADERSHIP AND GLOBAL CITIZENSHIP – CONTRIBUTING TO THE SUCCESS OF AN ORGANISATION

Rate yourself on each statement:

- In need of improvement
- My skills are emerging
- I'm meeting the standards
- I'm exceeding the expectations

• • • • • • • • • • • • • • • •

• • • • • • • • • • • • • • • •

• • • • • • • • • • • • • • • •

• • • • • • • • • • • • • • • •

• • • • • • • • • • • • • • • •

• • • • • • • • • • • • • • • •

Category	In need of improvement	My skills are emerging	I'm meeting the standards	I'm exceeding the expectations
Understanding Organisational Goals	I have little awareness of the organisation's goals or mission	I have some understanding but don't always connect my work to the goals	I usually understand the organisation's goals and how my role contributes	I consistently understand, align with, and promote the organisation's goals
Personal Contribution	I rarely fulfil my responsibilities or add value to the organisation	I sometimes fulfil my role but may not always deliver effectively	I usually fulfil my responsibilities and add value to the organisation	I consistently exceed expectations in my responsibilities and actively add value
Adapting to Challenges	I rarely collaborate with others or support team success	I sometimes collaborate but may not always contribute effectively to team success	I usually collaborate and support others to achieve shared goals	I consistently collaborate effectively, supporting and motivating others towards success
Initiative and Improvement	I rarely suggest or take initiative to improve organisational practices	I sometimes suggest improvements but don't always act on them	I usually take initiative to suggest and support improvements	I consistently demonstrate initiative and implement improvements that benefit the organisation



Reflective questions

1. How well do I understand the mission and goals of the organisation I belong to?
2. In what ways do I actively contribute to its success?
3. How can I take more initiative in suggesting or supporting improvements?

Guidelines for action

1. Identify Strengths and Growth Areas
 - Highlight one area where you already contribute effectively.
 - Highlight one area where you can improve.
2. Set a SMART Goal
 - Example: "I will suggest one improvement idea in my next team meeting and follow through on implementation."
3. Choose an Action Step
 - Pick one practice to strengthen immediately (e.g., clarifying goals, contributing ideas, collaborating more actively).
4. Monitor Your Progress
 - Keep a weekly reflection: How did I contribute to organisational success this week?
5. Seek Feedback
 - Ask a mentor, supervisor, or peer for feedback on your contributions to the organisation.
6. Review and Reassess
 - After 6–8 weeks, retake the self-assessment.
 - Reflect on your progress and set a new leadership and global citizenship goal.

