

EXECUTIVE PRESENCE ASSESSMENT

Executive presence is a combination of both art and science and can look different for each individual. That's because authenticity is at the heart of executive presence and a reflection of each person's unique abilities and personality. However, there are common ways in which it manifests itself. This assessment is designed to illuminate areas of strength as well as potential gaps in your own executive presence. Once you complete the assessment, we will explain how you can interpret your score.

Executive Presence Characteristics

Rate yourself on a scale of 1 - 5 with:

- 1 - Never**
- 2 - Occasionally**
- 3 - Sometimes**
- 4 - Often**
- 5 - Always**



PRESENCE WHEN IMPACTING OTHERS**SELECT ONE:**

I inspire others to be their best selves.

I empower others to do their best work.

I demonstrate empathy by putting myself in others' shoes.

I teach others to think and do rather than just do it myself.

I seek to instill confidence in others.

I invite and am open to feedback.

During a conversation, I spend more time listening than speaking.

Total out of 35 = _____

PRESENCE WHEN COMMUNICATING WITH OTHERS

I articulate a clear vision of what needs to be done.

I am a good storyteller.

I am concise in my messaging when speaking to senior leadership.

I speak with enthusiasm that is contagious.

I use plain, simple language.

I speak from the heart.

I make strong eye contact with my conversation partner/audience.

Total out of 35 = _____

PRESENCE WHEN MANAGING ONESELF

I focus my attention to be in the moment.

I do what I say and say what I do.

I work calmly in high-stress situations.

I stand tall.

I am comfortable in my own skin.

I recognize my own flaws.

I admit when I am wrong.

Total out of 35 = _____

GRAND TOTAL OUT OF 105 = _____

90-105**EXPERT**

A score of 90 and above demonstrates a high level of executive presence. Congratulations! You regularly demonstrate the characteristics of leadership presence.

63-89**EMERGING**

Your score reveals that while you may be aware of how to exude executive presence, you may not always follow best practices. Try to turn more of those “sometimes” or “often” answers into “always” by committing to incorporating them into your daily professional life. Add only a few at a time to avoid feeling overwhelmed.

42-62**EXPLORING**

When it comes to executive presence, there’s a lot to consider, so it’s okay to be at this stage where you may be experimenting with best practices. Keep trying out different techniques that match your leadership style and observe what has the biggest impact on your own team effectiveness. Once you adopt a few, experiment with a few more and see what moves the needle. Revisit this assessment in a few months and see if your score has risen.

21-41**EARLY STAGE**

Chances are, executive presence is a totally new concept for you. The exciting thing is you are on your way to learning how to develop your own leadership presence. Get ready to learn - and focus on adopting best practices over time.