



LEADERSHIP FOR LAWYERS

PRE-COURSE QUESTIONNAIRE

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Prepared for the Alabama State Bar Association, January, 2011 Leadership Forum

All responses to this questionnaire are confidential and will only be viewed by the session facilitator.

Please respond at least one week before the session. If you prefer to respond by a phone call rather than a written response, please call Herb Rubenstein at 303 910-7961 to arrange for a 15-30 minute interview to discuss the questions and your personal and professional goals for the leadership session.

1. Please describe any formal leadership coursework you have taken. List some of the books and/or articles you have read on leadership development, leadership theory or leadership practices. If you have written any articles or memos on leadership, please identify them and, if you like, attach them to your response:

2. Please describe your personal and professional goals for this session.

3. Please identify specific behaviors that you would like to improve or add that you believe would be beneficial to you as a leader.

4. Please describe several leadership challenges and problems that you, and/or the organization where you work, face on a regular basis.

5. Identify the best example of leadership you have personally observed or have accomplished yourself and explain why it was excellent/successful.

6. Identify the worst example of leadership you have encountered or performed and explain why it failed.

7. Please let us know what you would like this course to cover.

8. Identify some areas that you encounter in your workday environment where you see a greater need for better leadership skills.

9. Presently, how do you think the culture where you practice law would need to change for more effective leadership by you and others to be exercised on a regular basis?

10. Of the ten theories of leadership discussed in *Leadership for Lawyers* 2nd ed, American Bar Association, 2008), which theories, if any, are known and actively used by you:

None: _____ (check here if you have not read the book).

If you have read the book, please list the theories known/actively used by you.

- a. _____
- b. _____
- c. _____
- d. _____
- e. _____

- f. _____
- g. _____
- h. _____
- i. _____
- j. _____

11. Describe your own strengths and weaknesses as a leader as you perceive them. Note, sometimes a weakness is actually *an overdone strength*.

Strengths:

Weaknesses:

12. Please rate yourself on a 1-5 scale on the following questions: (place a * or some mark under the appropriate number)

- 1 = no skills/training/effectiveness, or no activities in this area
- 2 = minimal skills/training/effectiveness, or limited activities in this area
- 3 = moderate skills/training/effectiveness, or moderate level of activities in this area
- 4 = good skills/training/effectiveness, or regular level of activities in this area
- 5 = excellent skills/training/effectiveness, or high level of activities in this area

1 2 3 4 5

My leadership ability is:

My ability to mentor others successfully is:

I use my leadership abilities where I work:

My success rate when I seek to be a leader is:

The opportunity for me to exercise my ability as a leader in my profession is:

The leadership ability of my fellow lawyers is:

The leadership ability of my superiors in my practice is:

My willingness to act as a leader is:

My interest in acting as a leader is:

Others would rate my leadership ability as:

13. Rate yourself on any additional items you would like to list: rating 1-5.

14. Provide any additional comments for the session facilitator you would like to express to help guide the session discussions and topics:

Thank you. This information will be very helpful and will be kept confidential. If you like, please provide your name and email address below. After the course you may want to revisit this questionnaire to see if you have any new perspectives on these questions and every six months or so, please revisit these questions. You may want to keep track of your responses over time in a "Leadership Journal" or folder/notebook.

Your name: _____ Email Address: _____