



**United Way**  
Calgary and Area

**ASSESSING YOUR BOARD'S L.Q. (LEADERSHIP QUOTIENT)**

	<i>0 Never</i>	<i>1 Sometimes</i>	<i>2 Often</i>	<i>3 Always</i>	<i>Don't Know</i>
<b>VISIONING</b>					
1. The Board takes time at meetings to explore external challenges and opportunities facing our organization.					
2. The Board regularly holds “creative thinking” sessions aimed at finding new ways the organization could develop.					
3. The Board makes an effort to learn about innovations tried by others that might help the organization.					
<b>STRATEGIC DECISION-MAKING</b>					
4. The Board engages in open and candid debate, leading to informed and constructive decisions.					
5. The Board is actively involved in planning the strategic directions and priorities of the corporation.					
6. The Board focuses on outcomes rather than on the means of achieving them.					
7. The Board ensures that a risk management plan is in place, and reviews it annually.					
8. The Board has approved an overall strategy for fund development.					

<b>STAKEHOLDER RELATIONS</b>						
9. The Board has high credibility with stakeholders.						
10. Board members act as ambassadors and report back on the concerns of the community and other stakeholders.						
11. Board members are willing to utilize their personal and professional networks to help our organization.						
	<i>0 Never</i>	<i>1 Sometimes</i>	<i>2 Often</i>	<i>3 Always</i>	<i>Don't Know</i>	
<b>TRAINING &amp; DEVELOPMENT</b>						
12. The Board evaluates its performance annually and uses the results to design Board training and development sessions.						
13. Board members take the time to inform and educate themselves as necessary to contribute effectively and meaningfully.						
<b>BOARD CULTURE</b>						
14. The Board is building a sense of team through social activities that help Directors get to know each other.						
15. There is trust and openness among Directors, and between the Board and senior management.						
<b>TOTALS PER COLUMN</b>						
<b>GRAND TOTAL</b>						<b>/45</b>

## **INTERPRETING THE RESULTS:**

- 1-15** Your Board is still functioning in the old world of governance; encourage Directors to discover the new world of Board leadership
- 16-30** Your Board is functioning primarily at the strategic level; recommend a bold step forward into the visioning level
- 31-45** Congratulations! Your Board is demonstrating leadership. Keep building those skills!