

Results Count™ Competency Assessment

Date: 12/4/18

Adaptive Leadership Competency

Adaptive Leadership: The ability to work with stakeholders to shift values, habits, behaviors and beliefs in the face of risk and uncertainty to achieve population-level results.			
Skill 1: Addresses technical and adaptive work to take action to improve results.	I am aware of the distinction between adaptive and technical work and take responsibility for executing the technical work and initiating the adaptive work.	I identify uncertainty and loss in self and others and practice new ways of working in my role.	I help stakeholders be accountable for addressing their adaptive challenges.
	<input type="checkbox"/> Understands Skills	<input type="checkbox"/> Applies Skills	<input type="checkbox"/> Internalizes Skills
What I need to work on:			
Skill 2: Thinks and acts politically to catalyze constructive disruption to create systems that achieve results.	I recognize and name the political roles and dynamics that are at play in my system.	I work with others to understand our political reality and apply our learning to develop and implement strategies to achieve results.	I work with stakeholders – allies, adversaries and dissenters – to realign roles and create policies and systems that achieve population-level results.
	<input type="checkbox"/> Understands Skills	<input type="checkbox"/> Applies Skills	<input type="checkbox"/> Internalizes Skills
What I need to work on:			