

How Fit Are You to Lead?

Qualifying Criteria	YES	NO
1. Is there a good fit between what I studied and the leadership role? 2. Have I worked outside the organization and shown that I can succeed? 3. Have I taken on jobs and projects whose results can be objectively measured? 4. Am I aware of the deficiencies in my training and what I should do about them? 5. Do my behavior and demeanor serve to diffuse concerns about my qualifications for the position?		
Self-Imposed Standards	YES	NO
1. Are the expectations I'm setting achievable? 2. Have I taken personal responsibility for the gaps between what I promised and delivered? 3. Have I picked a talented top management team? 4. Have I treated friends and peers impartially? 5. Have I assembled a first-rate "inner circle?"		
Circumstantial Measures	YES	NO
1. Am I willing to take on difficult challenges and crises to demonstrate my ability? 2. Have I thought through my strategy for success? Do I have the resources? Can I deliver results in the available time? 3. Do I know how to motivate others to collaborate with me? 4. Am I willing to take responsibility for what goes badly and share the glory for what goes well? 5. Am I willing to invest to extra effort necessary to succeed?		
Political Parameters	YES	NO
1. Can I identify everyone who is threatened by my appointment and leadership choices? 2. Am I aware of what my rivals for the job say and do to undermine me? 3. Do I ensure that information flowing to stakeholders is not distorted? 4. Would stakeholders regard the way I allocate rewards and punishments as fair? 5. Am I willing to place the company's interests above everything else, even if that means disappointing my family and mentors?		