

# Leadership Self-Assessment

## What Kind of Leader Are You?

A quick, honest quiz to help you reflect on how you naturally lead at the bedside. No wrong answers — just insight.

1. When the unit gets tense, I usually...
  - A) Stay calm and focused
  - B) Speak up to address the issue
  - C) Check on coworkers and offer support
2. New staff on the floor usually...
  - A) Come to me with questions
  - B) Notice I speak up in huddles or rounds
  - C) Say I helped them feel welcome
3. I feel most like a leader when...
  - A) I keep things running smoothly
  - B) I advocate for what's right
  - C) I mentor or coach someone
4. Others would describe me as...
  - A) Steady and dependable
  - B) Direct and passionate
  - C) Encouraging and kind
5. My biggest leadership strength is...
  - A) Staying grounded
  - B) Speaking up
  - C) Lifting others up

## Results:

### Mostly A's – The Quiet Anchor

Calm, collected, and consistent — you lead with presence and steadiness.

### Mostly B's – The Advocate

You're a voice for what's right, even when it's hard. You push for what's best.

### Mostly C's – The Teacher

You lead through connection and compassion. You help others grow.

# Lead with Intention: Shift Reflection

Use this page after a shift to process your experience and lead with purpose.

**Today's Date:**

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**What went well today?**

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**What challenged me?**

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**How did I lead today?**

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**What would I do differently next time?**

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**One word that captures this shift:**

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## Rogue RN Reminders

Cut. Carry. Keep Close. Print and cut out. Keep them in your badge, journal, or locker.

**I can lead with presence, not perfection.**

**My voice matters — even if it shakes.**

**Kindness is strength, not weakness.**

**Every shift is a chance to grow.**

**I model what right looks like.**

**Calm is my superpower.**

**I don't need a title to lead.**

**I lead from the bedside.**

# One Small Shift

Leading with Intention This Week

You don't have to change everything. Just choose one way to lead differently — and go from there.

**This week, I want to lead differently by:**

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**What's been holding me back?**

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**What support do I need?**

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**My accountability plan:**

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**I'll check in with:** \_\_\_\_\_

**I'll reflect on this goal on:** \_\_\_\_\_

**Signature (optional):** \_\_\_\_\_

# Say It Like a Leader

Assertive, Respectful, Clear

Leadership lives in language. Use these go-to phrases when the stakes are high and your voice matters.

## Advocating for a Patient:

- I'm concerned this may impact patient safety. Can we take a closer look?
- I want to clarify the plan so I can be sure we're providing the safest care.
- Let's talk through this together — I want to make sure we're aligned.

## Addressing Conflict or Confusion:

- I'm not comfortable with how that played out — can we talk it through?
- I don't want this to fester. Can we circle back and clear the air?
- Help me understand your perspective so we can move forward.

## Setting Boundaries or Saying No:

- I want to help, but I'm at capacity right now.
- That's not something I can safely take on today.
- Let me check my other responsibilities before I commit.

## Team Building & Support:

- I noticed you handled that really well — just wanted to say so.
- How are you doing after that shift? Want to debrief?
- We've got this. Let's support each other and keep moving.