Leader Development Self-Assessment (LDSA)

Guidance

The LDSA is designed for RTU leaders at CTCs. This self-assessment is not a score sheet for your performance, nor is it a report to hand over to your OCT. Rather, the LDSA is a method to help you reflect on your leader development during this training event. Use this tool to facilitate your **peer-to-peer leader development coaching** session with your OCT counterpart.

✴Once you write on this assessment, it belongs to you. It should not be submitted to OCTs, the TAFF, or your unit.✴

Leadership	**CTC's Mission**	**Command Climate**
The activity of influencing people by providing purpose, direction, and motivation to *accomplish the mission* and *improve the organization* (ADP 6-22).	Provide a crucible training experience *focused on unit readiness balanced with leader development* in complex and highly realistic operational environments (AR 350-50).	Shared perceptions and attitudes about the unit's daily functioning and practices, for which commanders and *all Army leaders are responsible* (AR 600-100).

Leader Competencies and Attributes

Guidance
Effective leadership compensates for deficiencies whereas poor leadership can negate advantages (ADP 3-0). Use this rating system to reflect on your leadership competency and attribute skills (LRM, ADP 6-22).

❖ I want to **improve** my skills.

❖ I am **satisfied** with my skills.

		Improve	Satisfied
LEADS	**Leads Others:** influences others effectively		
	Builds Trust: respects others, exercises fairness, and builds rapport		
	Extends Influence: uses indirect influence, influences those outside of direct authority		
	Leads by Example: walks the talk, exemplifies values through action		
	Communicates: shares information effectively		
DEVELOPS	**Prepares Self:** self-motivated, self-aware of developmental needs		
	Creates a Positive Environment: builds cohesive teams that are positive, fair, and inclusive		
	Develops Others: provides coaching, counseling, and mentoring to help others grow		
	Stewards the Profession: manages unit resources, improves unit systems & SOPs		
ACHIEVES	**Gets Results:** prioritizes, organizes, and tasks others to accomplish mission		

		Improve	Satisfied
CHARACTER	Army values, Empathy, Warrior Ethos, Discipline, Humility		
PRESENCE	Military Bearing, Professional Bearing, Fitness, Confidence, Resilience		
INTELLECT	Mental Agility, Judgment, Innovation, Interpersonal Tact, Expertise		

Command Climate Factors

Guidance
When leaders build positive climates, positive outcomes are more likely (e.g., readiness, performance, trust, cohesion, and discipline; ADP 6-22). Use the statements below to check the pulse of your unit's overall health, well-being, and morale.

		Agree	Disagree
LEADERSHIP	Workloads and assignments are manageable with existing resources.		
COMMUNICATION	Information flows effectively through the chain of command.		
RESPECT	Disrespectful behavior is not tolerated (e.g., hazing, bullying, discrimination, SHARP).		
TEAM COHESION	Individuals work well together.		
DEVELOPMENT	Individuals receive the necessary training to learn the skills needed to do their job.		
ADAPTABILITY	Innovative ideas are welcome.		
EMPOWERMENT	People are free to exercise disciplined initiative within commander's intent.		
RECOGNITION	Individuals are recognized for work that exceeds expectations.		
DISCIPLINE	Discipline is enforced consistently and fairly.		
FAIRNESS	Work assignments and opportunities are based on performance and ability.		

FOR DEVELOPMENTAL PURPOSES ONLY

Self-Reflection & Self-Awareness

Guidance
Leader preparation begins with self-awareness about one's strengths and limitations, followed by self-development. In no other profession is the cost of being unprepared to lead so unforgiving in terms of mission failure and loss of life (ADP 6-22). Consider these questions below as part of your **leader development** discussion with your OCT.

❖ What does leader development look like for **you** at CTCs?

❖ How are **you** developing others during this training rotation?

❖ On a scale of 1-9, how effective are **you** as a leader (e.g., LRM competencies/attributes)?
❖ How do you get a 10?

❖ How can your OCT counterpart help **your** leader development during this training rotation?

Unit Rotation Observations

Guidance
Think about how this training rotation has gone so far and respond to the following statements.

	Agree	Disagree
My unit has performed well during the planning, preparation, and/or execution phase.		
My unit has prioritized safety/hygiene/health & welfare.		
My unit's work/rest cycle met my soldiers' needs.		
My unit's Equipment Status Report (ESR) and Unit Status Report (USR) were accurate.		
My unit's common operating picture (COP) was up to date and accurate.		
My unit's communication plan met my unit's training needs.		
I have a good understanding of my unit's TACSOP.		
I have a good understanding of the roles/responsibilities of those directly <u>above</u> and <u>below</u> me in my chain of command.		

Leader Development Summary

❖ If you had to deploy tomorrow, how would you rate your unit's readiness?　　Ready　　Almost Ready　　Not Ready
Explain your rating:

❖ How has your understanding of your unit's mission and commander's intent developed during this training rotation?

❖ Considering how you've assessed yourself/your unit on this assessment, identify your potential blind spots.

❖ Have you received leader development opportunities during your training rotation so far?　　Yes　　No