



Cultivating Multigenerational Success  
in the Agricultural Community

**FARM JOURNAL**  
*Legacy Project*  
DEVELOPED BY FARM JOURNAL  
AND SUPPORTED BY **PIONEER**  
A DUPONT BUSINESS

## Leadership Skills Inventory

Leadership may be the single biggest gap in any succession plan. Today the opportunity and obligation to run the operation belongs to the controlling generation. Tomorrow it may be sons, daughters, managers and/or key employees. How ready is the next generation to lead?

Use this inventory to assess a potential leader’s skills, strengths and areas for growth. The results should serve as the starting point for building a tailored development plan for each aspiring leader.

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*For each statement, enter the appropriate number in the right hand column.*

- 5 – Exceeds expected
- 4 – Expected
- 3 – Inconsistent
- 2 – Below expected
- 1 – Not acceptable

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### Leadership Skills – Doing the Right Things

**1. Creates and effectively communicates a clear vision.** \_\_\_\_\_

Notes:

**2. Enlists a team to achieve business/operational goals.** \_\_\_\_\_

Notes:

**3. Treats partners, employees, strategic alliances and third party vendors as integral team members.**

*Notes:*

**4. Understands and effectively utilizes the principle of interdependence.**

*Notes:*

**5. Reconciles the frustration born of complementary characteristics and builds a team with diverse sets of strengths, skills and abilities.**

*Notes:*

**6. Creates a positive, constructive, results-oriented working environment.**

*Notes:*

**7. Recognizes potential areas for conflict and uses good leadership to mitigate the negative impact.**

*Notes:*

**8. Creates systems, focuses on people and generates results.**

*Notes:*

**9. Knows, and reflects, that a leader's primary responsibility is creating other leaders.**

*Notes:*

**10. Demonstrates good business etiquette and sound ethics.**

*Notes:*

**11. Delegates with clear responsibility and accountability.**

*Notes:*

**12. Accepts criticism and uses failure as learning opportunities.**

*Notes:*

## Management Skills – Doing Things Right

**1. Effectively utilizes action plans to achieve organizational goals.**

*Notes:*

**2. Selects team members based on their respective skills and abilities.**

*Notes:*

**3. Performs all tasks, duties and responsibilities with an owner's resolve.**

*Notes:*

**4. Is committed to continuing education, additional training and self-study.**

*Notes:*

**5. Demonstrates excellent financial management**

*Notes:*

**6. Focuses on constant improvement relative to business systems, personnel, market development, management skills, etc.**

*Notes:*

**7. Utilizes technology to increase efficiency, improve effectiveness, and cut expenses.**

*Notes:*

**8. Demonstrates clarity, patience and commitment to employee training, operational safety, and hazard avoidance.**

*Notes:*

**9. Delegates effectively, encouraging others to embrace responsibility and accept accountability.**

*Notes:*

**10. Effectively prioritizes, based on clear objectives and an intuitive risk/reward measure.**

*Notes:*

**11. Understands personal relationships and operational politics using good communication and inclusion to enhance effectiveness**

*Notes:*

**12. Uses a technique of good planning, thorough analysis, goal setting, budgeting, and record keeping.**

*Notes:*

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