

Lead Success (Entry to Mid-Level) Profile Assessment

The following Self-Assessment gives you the opportunity to rate yourself on the Lead Success Profile. It is meant to give you a snapshot of your current strengths and help you focus on opportunities for improvement.

Complete the following Self-Assessment to conduct a thorough assessment of your strengths and self improvement needs. Rate your perception of how frequently you demonstrate the outstanding behaviors associated with the competencies. For a full description of the behaviors, refer to the Lead Success Profile document.

Once you have completed the self-assessment, determine two or three key areas for development based on your self-assessment (You may also use any other feedback you have received from your manager, team members, or from a feedback tool.) Focus on the behaviors that you rated as “occasionally” and “rarely or never.”

If you'd like a more in-depth assessment, talk to your manager about the value of going through Wells Fargo's INSIGHTS multi-rater assessment process.

Work with your manager and/or your local Learning & Development to put together your development objectives and a plan to support those objectives.

Lead Profile Self-Assessment

Strategic Business Thinking	<i>Rarely or Never</i>	<i>Occasionally</i>	<i>Often</i>	<i>Usually</i>	<i>Almost Always</i>
I use a variety of sources, including publications, on-line business information sources and personal contacts to keep continually informed about trends and events affecting Wells Fargo's competitive position in the marketplace.					
I quickly identify and focus on the central issues in a complex situation.					
I use a strategic context when considering problems and business opportunities.					
I take a broad, long-term perspective when developing plans for my own business.					
I look for ways to apply technology in support of the organization's strategic direction.					
I explain how projects and initiatives are linked to the organization's strategic direction and plans.					

Drive for Learning	<i>Rarely or Never</i>	<i>Occasionally</i>	<i>Often</i>	<i>Usually</i>	<i>Almost Always</i>
I quickly learn the skills and knowledge required to break new ground.					
I keep up to date on trends and developments in my own business/professional area.					
I ask others for feedback about the effectiveness of my behavior.					
I embrace new technology and work methods.					
I help team members learn by sharing successes and failures.					
I hold post-project debriefing sessions with team members, to discuss what went well and what could be improved in the future.					

Lead Profile Self-Assessment

Engages People	<i>Rarely or Never</i>	<i>Occasionally</i>	<i>Often</i>	<i>Usually</i>	<i>Almost Always</i>
I communicate a clear vision to recruit team members for projects and initiatives.					
I candidly communicate business plans and ongoing results.					
I genuinely listen to others' opinions.					
I involve team members in translating vision and strategy into project goals and creating project plans.					
I provide support and encouragement to team members during the "ups" and "downs" of projects and initiatives.					
I encourage and support calculated risk taking and "thinking out of the box".					
I ask others who are involved in a situation for their ideas and opinions, before selecting a solution or approach.					

Collaborates	<i>Rarely or Never</i>	<i>Occasionally</i>	<i>Often</i>	<i>Usually</i>	<i>Almost Always</i>
I seek out and build relationships with others who can provide information, intelligence, career support, potential business, and other forms of help.					
I enlist peer support for my own goals by sharing information and soliciting feedback.					
I enlist and maintain the support of key stakeholders to sustain a project through implementation.					
I regularly communicate information to keep key partners and supporters up-to-date on work progress and issues.					
I resolve disputes by identifying and advocating solutions that are in the best interests of Wells Fargo.					

Lead Profile Self-Assessment

Organizational Alignment	<i>Rarely or Never</i>	<i>Occasionally</i>	<i>Often</i>	<i>Usually</i>	<i>Almost Always</i>
I ensure that people and resources are used effectively in support of the organization's plans and strategies.					
I create or sponsor the development of new work processes or infrastructure that will help implement organizational strategies and plans.					
I address misaligned processes and/or infrastructure.					
I ensure that technology and other resources are deployed in alignment with the business' strategy.					
I align my goals with the strategic direction of the business.					

Leads With Integrity	<i>Rarely or Never</i>	<i>Occasionally</i>	<i>Often</i>	<i>Usually</i>	<i>Almost Always</i>
I model behaviors that exemplify Wells Fargo values and serve the best interest of Wells Fargo.					
I follow through on commitments to others.					
I am honest and forthright with people.					
I demonstrate respect to others at all levels in the organization.					
I avoid any conflict of interest or the appearance of a conflict of interest.					
I accept responsibility for mistakes.					

Customer Focus	<i>Rarely or Never</i>	<i>Occasionally</i>	<i>Often</i>	<i>Usually</i>	<i>Almost Always</i>
I identify and promote new, cross-business approaches that create a seamless experience for customers.					
I work to strengthen relationships with external or internal customers.					
I build organizational capability to deliver what customers value (e.g., by creating new systems, products or services, or by hiring/developing staff).					
I seek information from customers, external or internal, to find out what they want and how satisfied they are with what they are getting.					
I identify and advocate solutions that involve shared accountability for the customer, across the organization.					

Lead Profile Self-Assessment

Takes Accountability	<i>Rarely or Never</i>	<i>Occasionally</i>	<i>Often</i>	<i>Usually</i>	<i>Almost Always</i>
I demonstrate a strong sense of urgency about solving problems and achieving goals.					
I set challenging but achievable goals.					
I lead team members to set challenging goals.					
I am highly productive, achieving goals.					
I maintain commitment to goals in the face of obstacles and frustrations.					

Diversity	<i>Rarely or Never</i>	<i>Occasionally</i>	<i>Often</i>	<i>Usually</i>	<i>Almost Always</i>
I form teams with a mix of diverse talent.					
I seek out diverse talent.					
I seek different perspectives when developing solutions.					
I value the diversity of talents, skills and backgrounds that others bring to team efforts; seeing differences as an asset.					
I model respect for differences through words and actions.					
I explain to others how promoting diversity can advance the business' strategy.					

Personal Learning Journal

As you are working on your development plans, you may find it useful to keep notes on what you are learning. This Personal Learning Journal template is one possible format for your thoughts and ideas.

Date:

Decision/topic/accomplishment:

What happened?

What worked well?

What didn't work well?

What would you do differently next time?

What did you learn about yourself?