

## EXERCISE: SKILL SET MATRIX

Using a scale of 1-5, please rate the skill set of your leaders on the identified skills below.  
 (Scale: 5=Excellent, 4=Good, 3=Average, 2=Poor, 1=Very Poor)

SKILL SET DESCRIPTION	Senior Leader	Department Director	Manager / Supervisor
Running effective meetings			
Managing financial resources			
Answering tough questions so as to not create a "we/they" culture (compensation including salaries)			
Selection of talent			
Development of talent			
Critical thinking			
De-selection			
Understanding the external environment			
Manage up the positive, the solution and the decision			
Improving processes			
Communication			
<b>Total</b>			