

Nonprofit Leadership Self-Assessment

This self-assessment is designed to help nonprofit executives and managers evaluate their leadership strengths and areas for growth. Reflect on each section and rate yourself on a scale of 1 to 5 (1 Advanced Skill 2 Experienced but not Advanced 3 Moderate Ability 4 Some Experience but Need Growth 5 No Experience) honestly to identify opportunities for improvement.

1. Vision & Strategic Planning

- ☐ Do I have a clear, compelling vision for my organization's future?
- ☐ Am I effectively setting and communicating strategic goals?
- ☐ Do I regularly assess and adjust strategies to align with our mission?
- ☐ How well do I balance long-term impact with short-term operational needs?

Reflection: If you struggle with articulating vision, consider strategic planning support or coaching. Strong leadership requires clarity and adaptability.

2. Team Leadership & Development

- ☐ Do I foster a supportive, inclusive, and high-performing team culture?
- ☐ Am I empowering staff with professional development opportunities?
- ☐ How well do I handle conflict resolution and team dynamics?
- ☐ Do I provide clear expectations, feedback, and recognition?

Reflection: A strong nonprofit leader builds trust, provides mentorship, and cultivates an environment where staff and volunteers can thrive.

3. Financial Management & Sustainability

- ☐ Do I understand my organization's financial health and key funding sources?
- ☐ Am I proactively engaging in fundraising and donor relations?
- ☐ How well do I manage budgeting, grants, and financial reporting?
- ☐ Do I have a plan for financial sustainability beyond current funding streams?

Reflection: Financial sustainability is critical for long-term impact. Leaders should ensure transparency, diversified revenue, and fiscal responsibility.

4. Board & Governance

- ☐ Do I have a productive, engaged board of directors?
- ☐ Am I effectively communicating with and leveraging the board's strengths?
- ☐ Do I facilitate strong governance practices and ethical decision-making?
- ☐ Is there a clear alignment between board leadership and staff leadership?

Reflection: A strong board relationship enhances organizational stability and impact. Regular training and strategic engagement are key.

5. Organizational Culture & Inclusion

Do I actively foster an inclusive, equitable, and mission-driven work culture?

- ☐ How well does my organization reflect and respect the communities we serve?
- ☐ Am I addressing systemic biases and ensuring diverse voices are heard?
- ☐ Do I encourage open dialogue, staff well-being, and work-life balance?

Reflection: Culture shapes the success of your organization. Leaders should champion inclusivity, psychological safety, and a values-driven approach.
