

## Questions for a Leader to Reflect Upon

1. Do you show a genuine interest in what each of your group members want to achieve with their careers?
2. Do you show an interest in the things that mean the most to your people in their personal lives?
3. Are you there for your people in their times of personal or professional crisis?
4. Do you informally “check-in” with each of your people every so often?
5. Do you offer to help when some member of your group clearly needs it?
6. How many of those that you have the responsibility to coach would consider you their trusted advisor?
7. Do you actually like the people you are coaching – and do they know you like them?
8. Do the people you are seeking to coach actually view you as being someone who cares about others?
9. Can you help your people to visualize and articulate their dreams?
10. Are you investing time toward building a strong relationship?
11. Do people feel comfortable admitting their flaws to you?
12. Do you always act and offer your advice in the best interests of your people?

*Source: McKenna and Maister, First Among Equals, Free Press, 2002*

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