PARTICIPANT SELF-ASSESSMENT QUESTIONNAIRE
PROGRAM MID-POINT

PROPEL aims to create real development in your leadership skills, abilities and confidence over the 12 month Program.

To objectively measure this development, you are being asked to assess your leadership experience and abilities prior to commencing the Program, at the Program mid-point, and again at the end of the Program.

Program mid-point phase

This questionnaire is a much-shortened version of the Pre-Program Self-Assessment Questionnaire. Its purpose is to help you gauge changes in your leadership abilities and readiness which may have occurred over the last six months, and also to help you clarify your leadership development goals. The questionnaire also includes some opportunities for you to give feedback on your experiences of PROPEL so far.

It should take around 15 minutes to complete the questionnaire.

Have your Leadership Assessment Report and your Individual Development Plan with you when completing this questionnaire as some questions will refer to your earlier responses.

Confidentiality of your responses

A report will be prepared for you based on your responses. You may choose to share your results with other PROPEL participants and/or your leadership mentor.

The PROPEL Coordinators will keep your responses confidential and will only use them to assess changes in your leadership abilities over the 12-month Program. At the conclusion of the Program, only aggregated and de-identified information will be used to evaluate the effectiveness of the Program in achieving its aims.

To indicate you are happy to proceed with the questionnaire and allow the use of your responses for the purposes described above, please tick ‘I Agree’. If you would like to discuss any aspect of this self-assessment process before completing the questionnaire, please contact the PROPEL Coordinators.

☐ I agree to complete this self-assessment questionnaire and understand the confidentiality arrangements described above

Your Name: ____________________________________________
Leadership Career Direction
The following questions relate to your CURRENT level of interest in leading and readiness to lead.

Please turn to SECTION 1 of your Leadership Assessment Report.

At the start of the Program you were asked how you felt about the possibility of moving into an institutional leadership role (such as Head of School or higher) at some point in your career.

Please have a look back over your responses to answer the following questions.

1. The Pre-Program Questionnaire asked: “Do you see yourself moving into an institutional leadership role (such as Head of School or higher) at some point in your career?”

   Your rating options were:
   - Definitely
   - Probably
   - Maybe
   - Probably not
   - Definitely not

   Since joining the PROPEL Program, how do you feel now?
   - I feel the likelihood is much the SAME as my Pre-Program rating
   - I now feel I am MORE likely to move into an institutional leadership role at some point
   - I now feel I am LESS likely to move into an institutional leadership role at some point

2. The Pre-Program Questionnaire asked: “Do you have a time frame in mind?”

   Your rating options were:
   - Next 12 months
   - 1–2 years
   - 3–5 years
   - More than 5 years
   - Unsure
   - Never

   Since joining the PROPEL Program, how do you feel now?
   - I feel the time frame is much the SAME as my Pre-Program rating
   - I now feel I could move into an institutional leadership role SOONER
   - I now feel it will take LONGER to move into an institutional leadership role
3. The Pre-Program Questionnaire asked: “Do you feel you would have the skills and confidence to take on an institutional leadership role right now?”

Your rating options were:

- Definitely
- Probably
- Maybe
- Probably not
- Definitely not

Since joining the PROPEL Program, how do you feel now?

- [ ] I feel much the SAME as my Pre-Program rating
- [ ] I am feeling MORE skilled and confident now
- [ ] I am feeling LESS skilled and confident now

4. The Pre-Program Questionnaire asked: “What do you think would be the most challenging aspects of moving into such a leadership position?”

Since joining the PROPEL Program, would you make any changes to your original list? (Consider both your capabilities and the external environment.)

____________________________________________________________________
____________________________________________________________________
____________________________________________________________________
____________________________________________________________________
____________________________________________________________________
____________________________________________________________________

5. The Pre-Program Questionnaire asked: “What would help you to overcome these challenges?”

Since joining the PROPEL Program, would you make any changes to your original list?

____________________________________________________________________
____________________________________________________________________
____________________________________________________________________
____________________________________________________________________
____________________________________________________________________
____________________________________________________________________
____________________________________________________________________

<research.uow.edu.au/propel>
6. Do you feel the PROPEL Program is helping you prepare for the challenges of moving into a leadership role?

- Yes
- No
- Unsure

Is there anything else you would like the Program to provide?
____________________________________________________________________
____________________________________________________________________
____________________________________________________________________
____________________________________________________________________
____________________________________________________________________

7. Since joining the PROPEL Program, have you:

- Acted in an ‘institutional’ leadership role (defined as Head of School, Associate Dean, Dean, Director of University Research Strength or Strategic Research Initiative)?
- Applied for any leadership positions (‘institutional’ or otherwise) at your current university or elsewhere?
- Been appointed to a leadership role at your current university or elsewhere?
- Taken up other leadership roles or responsibilities (please describe):
____________________________________________________________________
____________________________________________________________________
____________________________________________________________________
Development Goals
As a PROPEL participant you are working towards your individual leadership development goals.

Please turn to your Leadership Assessment Report and your Individual Development Plan.

At the start of the Program you were asked to rate your academic leadership abilities against the six PROPEL Leadership Attribute Domains:

- **Position** Think and work strategically to position yourself, your staff and your unit within your university and the wider context.
- **Reflect** Reflect on yourself as a leader and be prepared to make changes.
- **Open** Open out to your staff on both the professional and personal level.
- **Provide** Provide a supporting environment in which your staff will thrive.
- **Enable** Enable your unit to always move forward.
- **Link** Create links and connections with other staff, faculties and institutions which will strengthen your unit and your discipline.

Have another look through your ratings and those of your supervisors/peers/reports. Also refer to the goals you recorded on your Individual Development Plan.

8. **Now that you are half-way through the PROPEL Program, which development goals have you identified for yourself?**

   Goal 1  __________________________________________________________
            __________________________________________________________
            __________________________________________________________

   Goal 2  __________________________________________________________
            __________________________________________________________
            __________________________________________________________

   Goal 3  __________________________________________________________
            __________________________________________________________
            __________________________________________________________

   Goal 4  __________________________________________________________
            __________________________________________________________
9. Do you feel you have made progress towards some or all of these goals so far in the Program? Please give brief comments.

Goal 1
____________________________________________________________________
____________________________________________________________________

Goal 2
____________________________________________________________________
____________________________________________________________________

Goal 3
____________________________________________________________________
____________________________________________________________________

Goal 4
____________________________________________________________________
____________________________________________________________________

10. How many times have you met with your mentor in total? __________

11. How long are your meetings (on average)?

- Half an hour
- 45 minutes
- One hour
- One-and-a-half hours
- Two hours

12. How valuable would you rate the Mentoring Component of the Program to date in helping you work towards your leadership development goals?

- Very valuable
- Valuable
- Of some value
- Of little value

Comment ____________________________________________________________
____________________________________________________________________
____________________________________________________________________
____________________________________________________________________
13. Have you attended any committee meetings yet as part of the Big Picture Component?

- Yes — both committees
- Yes — one committee
- No

14. How valuable would you rate the Big Picture Component of the Program to date in helping you work towards your leadership development goals?

- Very valuable
- Valuable
- Of some value
- Of little value

Comment ____________________________________________________________
____________________________________________________________________
____________________________________________________________________
____________________________________________________________________

15. How far do you feel your PROPEL active project has progressed?

- 0-10%
- 20-30%
- 40-50%
- 60-70%
- 80-90%
- 100%

16. Do you expect that your project will be completed by the end of the 12 months?

- Yes
- No — please comment
- Unsure — please comment

Comment ____________________________________________________________
____________________________________________________________________
____________________________________________________________________
____________________________________________________________________

17. How valuable would you rate the Active Component of the Program to date in helping you work towards your leadership development goals?

- Very valuable
- Valuable
- Of some value
- Of little value
18. Do you have any additional comments or feedback on your experiences in the PROPEL Program to date? E.g. Is it having an impact on you? Is it meeting your expectations?

____________________________________________________________________
____________________________________________________________________
____________________________________________________________________
____________________________________________________________________
____________________________________________________________________
____________________________________________________________________
____________________________________________________________________
____________________________________________________________________
____________________________________________________________________

That concludes the PROPEL Mid-Point Questionnaire.

An updated copy of your Leadership Assessment Report will be forwarded to you for your reference.