



District Leader Self-Evaluation

District Director

Leader's Name _____

Date _____

District Role _____

Timeframe for Evaluation _____

This self-evaluation is an important part of the leadership development process. Over the course of your term, use this form to track your leadership skills, how you progress, and what areas of opportunity you have for growth. It can also help close previously missed gaps, clarify the responsibilities of each role, and ensure leaders are held accountable.

Work with your District leadership team to determine how often to complete a self-evaluation. It is recommended to complete this form at least once every three months. After completing the evaluation, Club Growth Directors and Program Quality Directors should review their form with you. District Directors should review their form with the Immediate Past District Director, Region Advisor, or a mentor. When reviewing these forms, conversations should be positive, constructive, and forward looking.

Using the following scale, circle the responses that best describe your abilities:

- 1 = Needs Improvement**
- 2 = Marginal**
- 3 = Meets Expectations**
- 4 = Exceeds Expectations**
- 5 = Exceptional**
- N/A = Not Applicable**

Questions Common To All District Leaders

I monitor the status of goals and performance associated with my role.

1 2 3 4 5 N/A

Comment _____

I achieved my goals according to the District Success Plan.

1 2 3 4 5 N/A

Comment _____

From your agreed-upon goals at the beginning of the term/assignment
(include dashboard measures when applicable)

Goal: District / Personal Goal _____

Goal: District / Personal Goal _____

Comment _____

Questions Common To All District Leaders

I hold regular meetings with appropriate District Executive Committee member(s).	1	2	3	4	5	N/A
Comment						
I fulfilled commitments as per pre-term agreement.	1	2	3	4	5	N/A
Comment						
I recognize and reward individual contributions in a manner meaningful to each team member.	1	2	3	4	5	N/A
Comment						
My words and actions match, and I do what I say I am going to do.	1	2	3	4	5	N/A
Comment						
I lead by example and treat members fairly and respectfully.	1	2	3	4	5	N/A
Comment						
I communicate relevant announcements, decisions, ideas, and plans made by the District Executive Committee and Toastmasters International, as applicable, to the team.	1	2	3	4	5	N/A
Comment						
I provide a positive environment for leaders to grow and express themselves.	1	2	3	4	5	N/A
Comment						
I support a team environment by valuing collaboration and cooperation.	1	2	3	4	5	N/A
Comment						
I adhere with all aspects of applicable Toastmasters International governing documents and applicable resources and programs.	1	2	3	4	5	N/A
Comment						
I understand and am comfortable using parliamentary procedures and conduct meetings accordingly.	1	2	3	4	5	N/A
Comment						
I regularly review progress made by the team.	1	2	3	4	5	N/A
Comment						

Questions Common To All District Leaders

I apply the knowledge I gained from training and mentoring.	1	2	3	4	5	N/A
Comment						
I am satisfied with my performance in my current leadership role.	1	2	3	4	5	N/A
Comment						

Questions Specific To District Director

I oversee and guide the District's leaders.	1	2	3	4	5	N/A
Comment						
I inspire and motivate team members to achieve goals while keeping in mind their leadership development needs.	1	2	3	4	5	N/A
Comment						
I assist in resolving conflicts within the District leadership team.	1	2	3	4	5	N/A
Comment						
I collaborate with people inside and outside the District to achieve District goals.	1	2	3	4	5	N/A
Comment						
I ensure fiscal responsibility of District finances.	1	2	3	4	5	N/A
Comment						
Expenses are paid or reimbursed promptly.	1	2	3	4	5	N/A
Comment						

I excelled at: _____

I want to improve at: _____

I will challenge myself by: _____
