Leadership Assessment for Practice Owners: What Should It Cover?

Look beyond personality labels to the people, financial and operational decisions involved in running a practice.

A leadership assessment is most useful when its questions relate to decisions you actually face. For dental and medical practice owners, leadership includes setting expectations, interpreting business performance and deciding what deserves attention first. A generic personality label cannot answer all of those questions.

Look for relevant decisions

Consider what you want to learn before choosing a tool. Are you reviewing how you respond to team conflict? Your ability to interpret financial information? Or how you identify an operational bottleneck? Different assessments serve different purposes. Read the description rather than assuming that every leadership assessment measures the same thing.

The Advisory Board for Advanced Practices offers a free 12-question Management Competency Evaluation. It uses multiple-choice business scenarios across six advisory-board chairs, two questions each: Leadership, KPI, Finance, Legal, Compliance and Sales.

Understand what the result means

The evaluation provides a score out of 100, a level, area results and two biggest gaps. Those results can help you identify subjects to revisit. They are not a clinical assessment, professional certification or proof that a person is qualified for a role. Do not treat a score as a hiring decision or an external benchmark.

A useful next step is to connect one area to an actual question in your practice. If operations stands out, review where work repeatedly waits. If financial interpretation is difficult, arrange a discussion with your financial advisor about the reports you use.

Start with a clear purpose

Allow about 10 minutes. Enter your name and email before starting; no account or purchase is required. Responses save as you go, and completed results are emailed. The ABAP team also receives a completion notification.

Take the free leadership assessment for dental and medical practice owners.

This article is educational and is not legal, tax, or board advice.

Read this article online

© 2026 Advisory Board for Advanced Practices LLC