Turn a Leadership Assessment Into a Better Team Discussion

Use management assessment insights to ask clearer questions without ranking or labeling your staff.

A leadership assessment does not need to end with a private score. For dental and medical practice owners, its most useful contribution may be a better question to bring to the team. The aim is to understand the work—not to label people or announce that a quiz has proved who is right.

Separate your result from the team’s performance

The free ABAP Management Competency Evaluation records your choices in 12 management scenarios. Its score out of 100 and area results describe those answers. They do not measure the performance of everyone in your practice, establish clinical competence or replace a fair review of an employee’s work.

You can keep your individual score private while using an area of interest to start a discussion. For example, an operations result might prompt you to ask where handoffs become unclear. A leadership result might prompt a review of whether expectations are consistently understood.

Ask for observations, not judgments

Choose a recent, ordinary example. Ask what happened, who had the information needed and where the next step became uncertain. Invite different perspectives before proposing a solution. Avoid using assessment terminology as an accusation.

If a conversation raises sensitive employee or patient information, follow your established privacy procedures. Address individual concerns through the appropriate private process rather than a general team meeting.

Agree on a small next step

Write down the change you are testing, who owns it and when you will review it. Decide what evidence would indicate improvement. A clearer handoff might be assessed by whether the receiving person knows the next action—not by whether everyone says the meeting was useful.

The evaluation is free, takes about 10 minutes and requires name and email before starting, with no account or purchase required. Completed results are emailed, and the ABAP team receives a notification. Use the report as a learning prompt alongside actual practice evidence.

Take the free leadership assessment and review your management decisions.

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