

CANDIDATE QUESTIONNAIRE

In the interest of promoting good governance and ethical leadership, this questionnaire was formulated on the basis of the absolute values documented in the Bill of Values and the seven primary values. This questionnaire is intended to facilitate the recruitment of ethical leaders in accordance with the standard of the Ubuntu Servant Leadership Code .

Each element (criterion) should be allocated a score: (5) very weak in this quality (10) moderately good in this quality (15) their very strong good quality.
For the sake of simplicity, the male gender is used in each, but all refer to both male and female candidates.



	CRITERIA	INDICATORS OF THIS CONDUCT	COMPETENCY MEASURE RATE		
			5	10	15
1.	Loving	1.1 Does the candidate show regard, and/or reverence for God?			
		1.2 Does he show love and care for all people, irrespective of colour, creed, race, gender or class?			
2.	Patriotic	2.1 Can he be described as a devoted citizen who cares sincerely for the well-being of his nation?			
		2.2 How important is obedience to the law of the land for him?			
3.	A Servant	3.1 Is he willing to serve others selflessly, always working for the good of others, without expecting to be worshiped or rewarded.			
		3.2 Is he dedicated to equipping others to rise to their greatness and to uplifting those in under-privileged circumstances?			
4	Not greedy	4.1 Look for a demonstration of an absence of greed, and a reasonable, moderate, and responsible attitude towards money.			
		4.2 Is he a spender or a saver, does he demonstrate good stewardship?.			
5	Honest and transparent	5.1 Is he reliable and dependable, can he be trusted to keep his word, no matter the prize to be paid?			
		5.2 Is he principled enough to always choose the right way and the right thing?.			
		5.3 Does he admit it when he's on the wrong. Does he show a tendency to see nothing wrong with doing things that cause damage?.			
		5.4 Can he be trusted to speak truth without fear, regardless of preassure and circumstances?			

6	Wise	6.1 In a situation where this was called for, did he show ability to apply knowledge properly, to make right decisions, does he solicit wisdom from others from time to time?			
7	Just	7.1 Does he have good judgement and the ability to treat all people equally and fairly?.			
8	Nation-builder	8.1 Does he show ability to be a developer of people, nations, communities, organisations?.			
		8.2 Does he have the inclination to be innovative, to bring new solutions or to be a problem solver?.			
9	Diligent	9.1 Would you say that he is competent, dedicated, and judicious in the performance of his duties?.			
		9.2 Would you say that he applies himself to tasks to the best of his ability?			

10.	Accountable	10.1 Does he take seriously the responsibilities of the office he occupies?.			
		10.2 Is he transparent and does he keep those who elected/appointed him informed?			
11	Courageous	11.1 Does he demonstrate strength of endurance and steadfast faith to face challenges, opposition or adversity?.			
		11.2 If he led something that failed, what was his contribution to the failure, and was he willing to try again and not to give up hope?.			
		11.3 Can he stand for what is good and/or right inspite of opposition, with courage and kindness?			
12	Mature and qualified	12.1 Does he demonstrate maturity in the handling of his emotions, situations and people?			
		12.2 In how he carries himself, does he show signs of being puffed up with pride, arrogance or self-centredness?			
		12.3 Does he have at least a college education, and a minimum of 5-10 years' experience in a leadership role?			
13	A Leader	13.1 Does he inspire admiration, love and respect by his family, his followers and others who know him?.			
		13.2 Does he take the initiative to find solutions where needed or does he wait for others to bring needs to his attention or push him to do things?			
		13.3 Does he immediately lead the way and take action to address a need when he sees it?			
		13.4 Is he able to get his followers to willingly obey the set vision and rules of the game?.			
14	Self-controlled	14.1 How does he react when confronted with a negative truth? Does he get angry or accept it gracefully?.			
		14.2 Is he disciplined enough to do things even when he doesn't like or want to do them?.			
15	Moral and Beyond reproach	15.1 Is he a person of good reputation, of whom none have negative things to say?.			
		15.2 Has he set high moral values for himself to attain, or does he take lightly the need to be morally upright?.			

16	Listener	16.1 Does he have a teachable attitude, open to listen and learn from others?			
		16.2 Is he willing to admit to his fault when wrong?.			
17	A peacemaker	17.1 Does he strive to bring reconciliation in conflict situations, going the extra mile to remedy strained relationships?.			
18	Forgiving	18.1 Does he hold grudges?. How easy is it for him to forgive when he has been the innocent victim of another's assault?.			
19	Patient	19.1 Does he accomodate those who act or think differently from him, even when it may be challenging to do so?.			
		19.2 Is he patient enough to not insist on promotion before its time?.			
20	Dignified	20.1 Does he display a mannerism that inspires respect and honor from others. Do other people hold him in high esteem?.			

		20.2 Would you consider this person's behaviour to be noble and praiseworthy (15) or petty and/or wicked (5)?.			
		20.3 Does he have a track record of laudable works in his community, where he was presented with chances to do good?.			
21	Humble	21.1 Does he have a teachable spirit? Can he be corrected and/or guided by those lesser than him?.			
		21.2 What type of language does he manifest, what's his narrative about himself, others and life? (Me, myself, I, I want).			
		21.3 Can he follow another leaders' instructions willingly and obediently?.			
		21.4 What kind of role model is he? does he display good things that others can copy from?.			
22	Exemplary	22.1 How much caution does he show in the handling of important things?.			
		22.2 Does he have a vision for his life, for his family, for the world, for the nation?.			
23	Vigilant	23.1 Is he cautious, circumspect, and sober at all times?.			
		23.2 Does he take alcohol to excess, moderately or not at all?.			
24	Sacrificing/ Giving	24.1 Is he a leader that's willing to give up his own comfort or benefit for the sake of his follower or another person?.			
		24.2 Does he have a charitable heart (a willingness to give to those in need)?.			
		24.3 Has he ever taken care of someone who is not his own child or family?.			
		24.4 Demonstration of care for others, or for the community; – is there anyone interviewed who attests of such about him?.			
25	Valuing time and property	25.1 Does he take seriously the value of time, property, and other resources. Is he punctual?.			
		25.2 Is he conscientious about the need to avoid wastage of resources, property, etc?.			

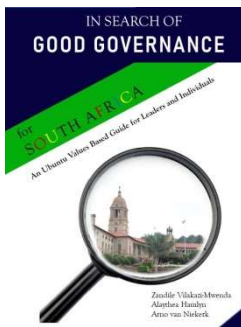
INTERPRETATION OF SCORES

LLL1	Below 285	Unacceptable	Poor Leadership level
MLL1	291 - 569	Below Average	Low Leadership level
HLL1	570 - 700	Acceptable	Good Leadership level
ALL1	701 - 855	Above Average	Excellent Leadership level

LLL1 - This person definitely cannot be in a leadership position.
 MLL1 - Not ready to be a leader at this stage. Further development is required for him to reach the necessary competence level.
 HLL1 - Ready for the leadership position. Better suited to the lower to middle leadership levels.
 ALL1 - Definitely ready for the leadership position. Well suited to high leadership level.

(Assessment Tool by Z Vilakazi, Lion Empire International)

For an electronic form that can be completed online, Click here [Candidate Questionnaires | Values \(wixsite.com\)](#).



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