

Ontario West Midwifery Conference

Midwifery Leadership Self-Assessment Questions

This self-assessment is designed to help midwives reflect on their personal leadership skills and identify areas for growth. Each question invites honest reflection across five key leadership domains.

Lead Self

How well do I understand my own strengths, limitations, and triggers as a leader?
Do I make space for reflection, rest, and self-renewal — or do I often lead from exhaustion?
How do I respond to stress or uncertainty? Do I model calm, curiosity, or control?
When I make mistakes, do I practice self-compassion and learning, or self-criticism?
What daily habits or rituals keep me grounded and intentional in my leadership?
Do I know what kind of leader I want to be — and am I leading in alignment with that vision?

Lead Others

Do the people I work with feel safe to speak up, question, and share new ideas?
How do I show appreciation and recognize the contributions of others?
Do I tend to take on too much myself, or do I empower others to step forward?
When conflict arises, do I address it early and constructively?
How do I mentor or uplift others — especially those newer or different from me?
Do I adapt my leadership style to different personalities, skills, and situations?

Communication

Do people understand my expectations and decisions clearly?
How well do I listen — not just to respond, but to truly understand?
Do I seek feedback on how my communication impacts others?
Am I comfortable having difficult conversations when needed?
Can I tell my teammates hard things and still maintain our relationship?
Do I use my voice to advocate for others, even when it's uncomfortable?
How do I balance compassion with accountability in my communication?
Can I explain my point of view calmly and productively? Or do I bottle up my emotions and address my concerns in a hostile or aggressive manner?

Systems & Strategy

Do I understand how my work fits into the larger goals of our organization or system?
When faced with a system challenge, do I react, or do I pause to see the bigger picture?
How do I identify and prioritize what matters most for long-term impact?
Do I make time to think strategically — or am I often caught in the day-to-day?

How effectively do I build relationships across disciplines or departments to influence change?

Am I willing to challenge the status quo when it no longer serves the people we care for?

Operations & Quality

Do I have systems that help my team work efficiently and sustainably?

How do I ensure that quality and safety remain at the heart of our care?

When a process doesn't work, do I look for root causes or symptoms?

How do I use data, feedback, or reflection to guide improvement?

Do I celebrate progress as much as I focus on problems?

How do I balance compassion with performance and accountability?

Wrap-Up Reflection

Which area feels most natural for me as a leader?

Which area feels like an opportunity for growth?

What one leadership skill or behaviour do I want to strengthen during today's session?