

APHL Leadership Programs Readiness Quiz

Our leadership development programs work with laboratory staff to strengthen leadership skills and help kick-start professional growth. Each program is tailored to a specific career stage and provides helpful resources and opportunities to network. Which program is the best fit for you? Take our quick quiz and find out!



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QUIZ

1. How would you describe your leadership level?

- A. Just starting out - new to leadership, but curious
- B. I've worked in a lab for at least a few years and want to level-up my leadership skills
- C. Experienced and confident - I've been around the block
- D. I am already a Laboratory Director or Assistant/Deputy Laboratory Director

2. Which option sounds most appealing?

- A. "Teach me everything" - I want coaching and guidance
- B. A mix! I want to learn and help others
- C. I'm ready to coach or mentor someone else
- D. I'm more of a behind-the-scenes supporter (for now)

3. Which role sounds most like you?

- A. I frequently lead people or projects in my lab
- B. I sometimes lead people or projects in my lab
- C. I have led people or projects, but it's not common
- D. I have not led people or projects in my lab yet

4. How much time can you commit?

- A. Once a quarter, or maybe less- short and sweet...maybe even as I want to (not as a firm commitment)
- B. 3-6 months on a monthly basis feels doable
- C. 9 months for once a month? Let's go!
- D. A full year, or more - I'm all in

5. How do you want to show up?

- A. Suitcase ready - let's go somewhere
- B. Virtual only - comfy clothes, strong Wi-Fi, zero commute
- C. I'm flexible

6. How do you feel about working on an independent project between sessions?

- A. Love it. Give me a goal, a playlist, and let me do my thing
- B. I'm open to it - as long as there's some guidance and check-ins
- C. Hard pass. My schedule is already full - keep it in-session only.

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SCORING: Please use this table to identify the program that may be the best fit for you. Circle your selected answer for each question and tally the number of circles for each program below.

Question Number	Your Response			
	Circle the program(s) that corresponds with your response			
	A	B	C	D
1	Networking Events	ELP for Upcoming Leaders	ELP for Experienced Leaders LLOT	LLOT
2	ELP for Upcoming Leaders	ELP for Experienced Leaders Networking Events	ELP for Experienced Leaders LLOT	Networking Events
3	ELP for Experienced Leaders LLOT	ELP for Upcoming Leaders	ELP for Upcoming Leaders	Networking Events
4	Networking Events	ELP for Experienced Leaders LLOT	ELP for Upcoming Leaders	ELP for Experienced Leaders ELP for Upcoming Leaders
5	ELP for Upcoming Leaders (hybrid modality) LLOT	ELP for Experienced Leaders ELP for Upcoming Leaders (virtual modality)	ELP for Experienced Leaders ELP for Upcoming Leaders LLOT Networking Events	
6	ELP for Upcoming Leaders	ELP for Upcoming Leaders	ELP for Experienced Leaders LLOT Networking Events	

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TOTAL:

Total the number of circles you have around each program.

- Networking Events: ____
- Emerging Leader Program (ELP) for Upcoming Leaders (note if your responses specify the hybrid or virtual modality): ____
- Emerging Leader Program (ELP) for Experienced Leaders: ____
- Laboratory Leaders of Today (LLOT): ____

The program you circled the most is likely the best fit for you. Please see the following page for more information about each program and its eligibility requirements.

APHL Leadership Programs

Our leadership development programs work with laboratory staff to strengthen leadership skills and help kick-start professional growth. Each program is tailored to a specific career stage and provides helpful resources and opportunities to network.

Emerging Leader Program for Upcoming Leaders – Hybrid and Virtual

The Emerging Leader Program for Upcoming Leaders is designed for early to mid-career professionals ready to build foundational skills, expand their leadership toolkit and take on new challenges. It is offered in both hybrid and virtual formats.

Eligibility Criteria:

- Must be a US citizen, US National or lawful permanent resident
- Must be currently employed full-time by an APHL Member Laboratory located in the United States or its territories
- May possess a degree in microbiology, biochemistry, virology, clinical laboratory science, or a comparable technical field
- Must have a minimum of three years of laboratory experience

Emerging Leader Program for Experienced Leaders

The Emerging Leader Program for Experienced Leaders is tailored for experienced professionals looking to refine their impact with advanced leadership skills. It is a fully virtual format.

Eligibility Criteria:

- Have at least 5 years of experience leading staff or projects
- Currently hold a role as an experienced or senior leader in your lab
- Be supported by a direct supervisor and a laboratory director
- Be a US citizen, US National or lawful permanent resident
- Must be currently employed full-time by an APHL Member Laboratory located in the United States or its territories
- Applicants should already possess foundational leadership skills and hold a role with significant responsibility for people, projects, or programs. Completion of prior formal leadership development may indicate readiness, though it is not required; applicants can also demonstrate experience through leading teams, initiatives or strategic work.

Laboratory Leaders of Today

The Laboratory Leaders of Today (LLOT) program provides an opportunity for rising public health laboratory leadership, including Lab Directors, Assistant/Deputy Lab Directors, and Senior Scientists, to come together to address critical challenges, strengthen essential leadership skills, and lay the groundwork for the future of public health laboratories.

Eligibility Criteria

- Be a new public health laboratory director or assistant/deputy director who has begun this role within the last 18 months. If a public health laboratory does not have staff that meet this criteria, they may select one senior staff member that may rise to the assistant/deputy/laboratory director role.
- Be a US citizen, US National or lawful permanent resident
- Must be currently employed full-time by an APHL Member Laboratory located in the United States or its territories

Networking Events

The Networking Events will offer public health laboratorians at state, federal, local and non-federal organizations opportunities to expand their professional networks and enhance their networking skills. These events will be quarterly virtual sessions that include a 10-minute segment focused on essential networking skills, followed by breakout rooms to encourage meaningful discussions and connections

Eligibility Criteria

- Must be currently employed full-time by an APHL Member Laboratory located in the United States or its territories



For questions and more information, contact Leadership@aphl.org

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