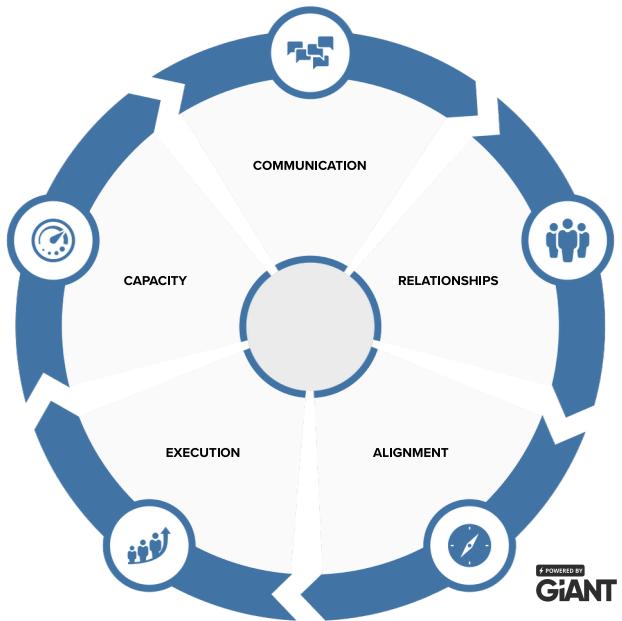


The Leadership Flywheel

Self/Team Assessment

All problems are rooted in one of five key leadership areas.

Instructions: Diagnose each area to understand your strengths and weaknesses, as well as identify your areas for improvement. Failure in any of these undermines both performance and resilience.



Name

Date

Organization

1

Communication

Select any issues affecting your work and then rate Communication 1-100% in the gray box.

<input type="checkbox"/> Drama	<input type="checkbox"/> Inefficiency
<input type="checkbox"/> Unnecessary conflict	<input type="checkbox"/> Dropping the ball
<input type="checkbox"/> Other:	

2

Relationships

Select any issues affecting your work and then rate Relationship 1-100% in the gray box.

<input type="checkbox"/> Gossip	<input type="checkbox"/> TurfWars
<input type="checkbox"/> Mistrust	<input type="checkbox"/> Toxic environments
<input type="checkbox"/> Other:	

3

Alignment

Select any issues affecting your work and then rate Alignment 1-100% in the gray box.

<input type="checkbox"/> Wasted effort	<input type="checkbox"/> Lost time
<input type="checkbox"/> Duplicate work	<input type="checkbox"/> Division
<input type="checkbox"/> Other:	

4

Execution

Select any issues affecting your work and then rate Execution 1-100% in the gray box.

<input type="checkbox"/> Unmet goals	<input type="checkbox"/> Blown budgets
<input type="checkbox"/> Missed deadlines	<input type="checkbox"/> Damaged credibility
<input type="checkbox"/> Other:	

5

Capacity

Select any issues affecting your work and then rate Capacity 1-100% in the gray box.

<input type="checkbox"/> Burnout	<input type="checkbox"/> Missed opportunities
<input type="checkbox"/> Turnover	<input type="checkbox"/> Stagnation
<input type="checkbox"/> Other:	

Problem - Solution

Reference Table

Problem

Solutions

Communication

- Misunderstandings and assumptions
- People feel unheard or talked over
- Avoidance of hard conversations
- Emotional reactivity under stress
- Feedback creates defensiveness

5 Voices Systems Training

The Communication Code Workshop
Managing Difficult Conversations Workshop
Wells and Waterfalls Workshop
Toolkit Sessions - Active Listening Audit, Know Yourself to Lead Yourself, Go to the Source & Rules of Engagement

Relationships

- Gossip, drama, and unresolved conflict
- Lack of trust and psychological safety
- Personalities clash under pressure
- Resentment builds over time
- Conflict is either explosive or avoided
- Lack of Self-Awareness in Leaders

5 Voices System

Altitude Training
100X Leader Series
Toolkit Sessions - Know Yourself to Lead Yourself, Go to the Source & Rules of Engagement, Liberating the Leader Within

Alignment

- Confusion around expectations
- Misaligned priorities and goals
- Different definitions of “success”
- Silos and competing agendas
- Strategy doesn’t translate to action

5 Voices System

5 Gears Workshop
Toolkit Sessions - Vision Frame, Developing Others

Execution

- Decisions don’t turn into action
- Meetings without outcomes
- Slow or stalled progress
- Accountability is unclear
- Too much talk, not enough movement

5 Gears Workshop

100X Leader
Communicating Vision and Leading Change
Toolkit Sessions - Developing Others,

Capacity

- Burnout and chronic overload
- High performers carrying too much
- No margin for growth or change
- Constant urgency and firefighting
- Leaders stuck “in the weeds”

The Peace Index Workshop

The Art of Emotional Agility
Managing Stress
Toolkit Sessions - 70:30 Rule,