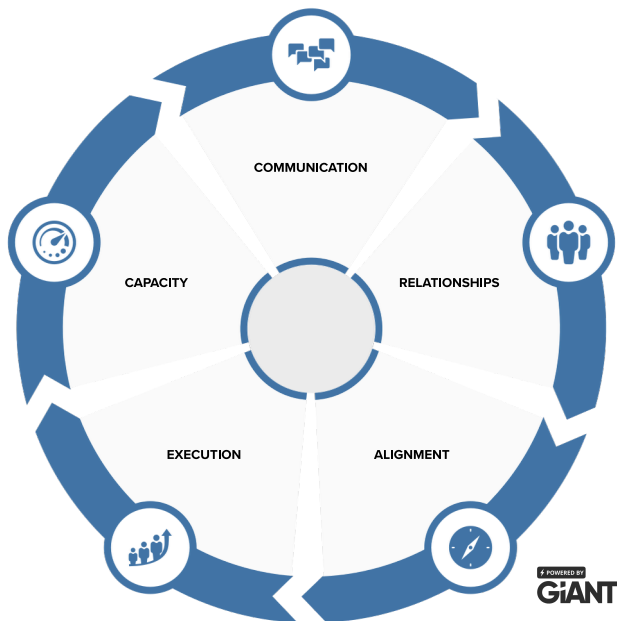


The Leadership Flywheel

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 <ul style="list-style-type: none">• 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 <ul style="list-style-type: none">• Gossip, drama, and unresolved conflict• Lack of trust and psychological safety• Personalities crash 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 <ul style="list-style-type: none">• 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 <ul style="list-style-type: none">• 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 <ul style="list-style-type: none">• 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,