

LEADERSHIP RHYTHM DOWNLOAD

# Leadership Self-Assessment

A quarterly scorecard for checking whether your leadership convictions are showing up during real shifts.



Use this tool during real shifts, not just training meetings. Print it, write on it, and return to it until the habit becomes normal.

Rate yourself honestly from 1 = needs significant work to 5 = consistent strength. Revisit quarterly.

## Yourself (Part I)

Statement	1	2	3	4	5
My belief in people's ability to change is reflected in how I lead, not just what I say.					
I have clearly defined my non-negotiable values and can articulate what they have cost me.					
I know my center and return to it daily, especially under pressure.					
I take extreme ownership when things go wrong instead of blaming others.					
I enforce standards consistently - on Monday and on Friday, when calm and when busy.					
I combine humility, taking the blame and giving the credit, with the will to refuse lowering the standard.					
I conduct an honest after-action review after every shift.					
I know what I am building and can describe the legacy I want to leave.					

## Your People (Part II)

Statement	1	2	3	4	5
I can identify who on my team has humility, effort, and coachability - and who does not.					
I know what each team member wants to become, not just what role they fill.					
I understand what individually motivates each person on my team.					
I invest differently in people based on their willingness, not just their talent.					
I give honest, direct feedback with compassion.					

## Environment (Part III)

Statement	1	2	3	4	5
I use stress as diagnostic information, not just something to survive.					
The language and tone on my shifts is clean, controlled, and intentional.					
The music, pace, and energy of my shifts reflect the culture we are building.					
My workspace is clean, organized, and intentional every shift.					
I actively shape the environment rather than letting it drift.					

## Techniques of Leadership (Part IV)

Statement	1	2	3	4	5
I follow up on every standard I set, every time.					
I have real one-on-one conversations with my team, not just group announcements.					
I practice the 80/20 rule: mostly affirmation, targeted correction.					
I use the 8-10 minute rhythm to intentionally observe and affirm.					
I hold the line on details even when short-staffed or busy.					

## Culture Overhaul (Part V)

Statement	1	2	3	4	5
When culture breaks, I examine the system and my own leadership before blaming the team.					
I know what every shift looks like when I am not there.					
I have identified my strongest Culture Carrier and use them strategically.					
I address shift leaders who are not holding the standard, even when it is hard.					
I commit to repetition and refuse to shortcut the process of rebuilding culture.					