



ELEVATED
PERFORMANCE
GROUP

BRINGING
CLARITY TO
COMPLEXITY.

LEADERSHIP HEALTH CHECK

A SELF-ASSESSMENT FOR
LEADERS AND EXECUTIVE TEAMS



ABOUT THIS ASSESSMENT

Good leadership is more than good intent. It creates clarity, accountability, confidence and the conditions for people to perform.

This practical self-assessment helps leaders identify where leadership practices are working well, where inconsistency may be creating pressure, and where leadership gaps may be affecting organisational performance.



HOW TO USE THIS CHECK

For each question, select the rating (Green, Amber or Red) that best reflects your organisation right now.

Be honest. The value comes from insight, not perfection.



CLARIFY

Understand what matters most.



REFLECT

Be honest about where you are.



PRIORITISE

Focus on what will make the biggest difference.



ACT

Take practical steps to improve.



REVIEW

Check progress and refine regularly.



Leadership is a choice.
Leadership health is a priority.

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01

DIRECTION & PRIORITIES

Do leaders provide clear direction so people understand what matters most and why?

YOUR RATING
(select one)



Green



Amber



Red

GREEN STRONG & EMBEDDED	AMBER INCONSISTENT / UNDER PRESSURE	RED LEADERSHIP RISK	WARNING SIGNS TO LISTEN FOR
- Leaders consistently communicate organisational priorities. - Teams understand how their work contributes to strategic objectives. - Leaders make trade-offs when priorities compete. - New work is considered against existing commitments.	- Priorities are communicated but frequently change. - Different leaders emphasise different things. - Staff understand their work but not always the broader direction. - New priorities are added without removing existing ones.	- Everything is treated as urgent. - Teams receive conflicting direction. - Leaders struggle to articulate immediate priorities. - Staff are redirected frequently without understanding why.	 "Everything is a priority." "We keep changing direction." "I'm not sure what they actually want us to focus on."

02

ROLE CLARITY & ACCOUNTABILITY

Do people understand what they are responsible for, what good performance looks like and what they will be held accountable for?

YOUR RATING
(select one)



Green



Amber



Red

GREEN STRONG & EMBEDDED	AMBER INCONSISTENT / UNDER PRESSURE	RED LEADERSHIP RISK	WARNING SIGNS TO LISTEN FOR
- Roles and responsibilities are clear and defined. - People know what good looks like. - Accountability is understood and reinforced. - Expectations are regularly reviewed.	- Some role clarity exists but varies across teams. - Performance expectations are not always clear. - Accountability is inconsistent. - People are unsure when expectations change.	- Roles are unclear but varies across teams. - People don't know what good looks like. - No accountability for performance. - Expectations change without explanation.	 "I'm not sure what I'm accountable for." "Different bosses, different expectations." "No one tells us when the goalposts move."



PROGRESS OVER PERFECTION.

Use this check to start conversations, build alignment and strengthen leadership impact.



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03

DECISION-MAKING & DELEGATION

Are decisions made at the right level, with people having appropriate authority and confidence to act?

YOUR RATING
(select one)



Green



Amber



Red

GREEN STRONG & EMBEDDED	AMBER INCONSISTENT / UNDER PRESSURE	RED LEADERSHIP RISK	WARNING SIGNS TO LISTEN FOR
- Decisions are made at the right level. - People have the authority to act. - Leaders delegate with clarity and trust. - Escalation is the exception, not the norm.	- Some decisions are escalated unnecessarily. - People lack confidence to make decisions. - Delegation occurs but not always with authority. - Escalation is common. - Progress is slow due to approval bottlenecks.	- Decisions are centralised at the top. - People wait for approval or direction. - Delegation is limited or unclear. - No one wants to "make the call".	 "I need to check with my manager first." "Just send it to the exec." "No one wants to make the call."

04

LEADERSHIP CONSISTENCY

Do leaders provide consistent expectations and follow-through across the organisation?

YOUR RATING
(select one)



Green



Amber



Red

GREEN STRONG & EMBEDDED	AMBER INCONSISTENT / UNDER PRESSURE	RED LEADERSHIP RISK	WARNING SIGNS TO LISTEN FOR
- Leaders are aligned in their expectations. - Messages are consistent across the organisation. - Leaders follow through on commitments. - People experience predictability and stability.	- Some inconsistency in messaging or expectations. - Different leaders prioritise different things. - Follow-through varies. - People sometimes get mixed messages. - Commitments are not consistently followed through.	- Leaders send conflicting messages. - Expectations change depending on who you talk to. - Commitments are not consistently followed through.	 "It depends who you ask." "One rule for some, different rule for others." "They say it, then it never happens."



LEADERSHIP IS A PRACTICE, NOT A TITLE.

Reflect honestly, act intentionally, and lead with clarity and consistency.



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Be honest. The value comes from insight, not perfection.

05

PERFORMANCE & DIFFICULT CONVERSATIONS

Are performance concerns addressed early, fairly and constructively rather than avoided until they become larger problems?

YOUR RATING
(select one)



Green



Amber



Red

GREEN STRONG & EMBEDDED	AMBER INCONSISTENT / UNDER PRESSURE	RED LEADERSHIP RISK	WARNING SIGNS TO LISTEN FOR
- Leaders model the same behaviours. - Messages are consistent across the organisation. - Standards are applied fairly. - Follow-through is reliable.	- Consistency depends on who you are. - Some leaders have different approaches. - Standards vary between teams. - Follow-through is inconsistent.	- Leaders say different things. - Rules are applied unfairly. - Standards change depending on the situation. - Promises are not followed through.	 "It depends who you ask." "One rule for some, different rule for others." "They say it, then it never happens."

06

COMMUNICATION & TRUST

Do leaders communicate openly, clearly and appropriately, particularly during uncertainty or change?

YOUR RATING
(select one)



Green



Amber



Red

GREEN STRONG & EMBEDDED	AMBER INCONSISTENT / UNDER PRESSURE	RED LEADERSHIP RISK	WARNING SIGNS TO LISTEN FOR
- Issues are addressed early. - Conversations are honest and constructive. - Performance is managed consistently. - Feedback is two-way.	- Issues are sometimes delayed. - Feedback happens but is not always constructive. - Performance management is inconsistent. - Difficult conversations are uncomfortable.	- Problems are ignored until they escalate. - Conversations are avoided. - No performance management process. - People are surprised by consequences.	 "We don't address issues until it's a crisis." "No one likes having those conversations." "People are never held accountable."



REFLECT. REALIGN. LEAD.

Strong leadership is built on clarity, trust and consistent action.
Use this check to strengthen how you lead—every day.



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Honest reflection creates stronger leadership and better outcomes.

07

MANAGER CAPABILITY & SUPPORT

Are managers equipped and supported to lead people effectively rather than simply manage workload?

YOUR RATING
(select one)



Green



Amber



Red

GREEN STRONG & EMBEDDED	AMBER INCONSISTENT / UNDER PRESSURE	RED LEADERSHIP RISK	WARNING SIGNS TO LISTEN FOR
- Managers have the staffing and confidence to lead. - Workload is monitored and managed. - Support is available when needed. - People are not overloaded.	- Some managers are under-equipped. - Workload is reactive rather than proactive. - Resources are stretched. - Burnout is common.	- Managers are promoted but not equipped. - Work is beyond capacity. - Burnout is common. - Constant firefighting.	"My manager is constantly reactive, not so great at leading." "We're always behind." "Leaders are stuck in 'operational work'."

08

CHANGE LEADERSHIP

Can leaders explain, implement and embed change while maintaining clarity, engagement and accountability?

YOUR RATING
(select one)



Green



Amber



Red

GREEN STRONG & EMBEDDED	AMBER INCONSISTENT / UNDER PRESSURE	RED LEADERSHIP RISK	WARNING SIGNS TO LISTEN FOR
- Leaders explain the why clearly. - People understand what's changing. - Leaders monitor engagement. - Change is embedded and sustained.	- Leaders communicate change but not always consistently. - People accept change but engagement varies. - Implementation is inconsistent.	- Change is imposed without explanation. - People aren't consulted. - Confusion or resistance is high. - Change initiatives fail.	"They make the decision, then tell us." "Another initiative we didn't ask for." "It never sticks."



LEADERSHIP GROWTH STARTS WITH SELF-AWARENESS.

Use these insights to spark meaningful conversations and focus on what will make the biggest difference.



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Look honestly. Lead intentionally.
Make leadership better, every day.

09

LEADERSHIP SUSTAINABILITY & SUCCESSION

Is leadership capability distributed across the organisation,
or is performance overly dependent on a small number of key people?

YOUR RATING
(select one)



Green



Amber



Red

GREEN STRONG & EMBEDDED	AMBER INCONSISTENT / UNDER PRESSURE	RED LEADERSHIP RISK	WARNING SIGNS TO LISTEN FOR
- Leadership is distributed at all levels. - Strong leadership pipeline exists. - Succession planning is active. - Organisation can succeed without key individuals.	- Capability exists but not always shared. - Engagement is limited. - Implementation is inconsistent. - No succession plan in place.	- Change is dependent on a few people. - Capability is concentrated. - Loss of key people creates risk. - No succession plan.	“They make the decision, then tell us.” “Another initiative we didn’t ask for.” “It never sticks.”

10

LEADERSHIP GUIDE

How would you describe your overall leadership
approach and its impact right now?

YOUR RATING
(select one)



Green



Amber



Red

GREEN STRONG & EMBEDDED	AMBER INCONSISTENT / UNDER PRESSURE	RED LEADERSHIP RISK	WARNING SIGNS TO LISTEN FOR
- We lead with clarity, consistency and purpose. - People are engaged, trusted and supported. - We build capability and develop others. - We adapt and improve continuously.	- We’re effective some of the time. - People are generally supported. - We’re building capability. - We respond to challenges as they arise.	- Leadership is reactive and inconsistent. - People are uncertain or disengaged. - We rely on individuals to make things happen. - We’re stuck in day-to-day firefighting.	“We’re just trying to keep up.” “People aren’t engaged.” “We have good intentions, but nothing really changes.”



GREAT LEADERSHIP IS A JOURNEY, NOT A DESTINATION.

Use this check to spark reflection, have open conversations
and take intentional action to lead with impact.



LEADERSHIP HEALTH CHECK

YOUR RESULTS & NEXT STEPS

Your results are a starting point for reflection — not a judgement. They highlight where leadership is strong, where pressure is showing, and where focused action could make the greatest difference.

1. CALCULATE YOUR SCORE

GREEN = 3 POINTS

AMBER = 2 POINTS

RED = 1 POINT

Review your answers to Questions 1–10.

Add the points for each answer and record your total below.

● Green answers:	_____	x 3 =	_____
● Amber answers:	_____	x 2 =	_____
● Red answers:	_____	x 1 =	_____

YOUR TOTAL SCORE: _____ / 30

2. WHAT YOUR SCORE MAY MEAN

25–30 | STRONG & EMBEDDED

Your leadership foundations are strong. Protect what is working, keep listening and continue building capability across the organisation.

18–24 | INCONSISTENT OR UNDER PRESSURE

There are solid foundations, but some areas may rely on individuals or weaken under pressure. Choose one or two priorities for focused action.

10–17 | LEADERSHIP RISK

Several areas need attention. Clarify expectations, strengthen accountability and seek support to create sustainable improvement.



A score is only one perspective. Pay attention to repeated Amber or Red responses and the warning signs that felt most familiar.



READY TO TURN INSIGHT INTO ACTION?

Book a complimentary 30-minute Clarity Conversation.

We'll help you explore what your results reveal, identify your most important leadership priority and clarify a practical next step.

SCHEDULE YOUR CLARITY CONVERSATION



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