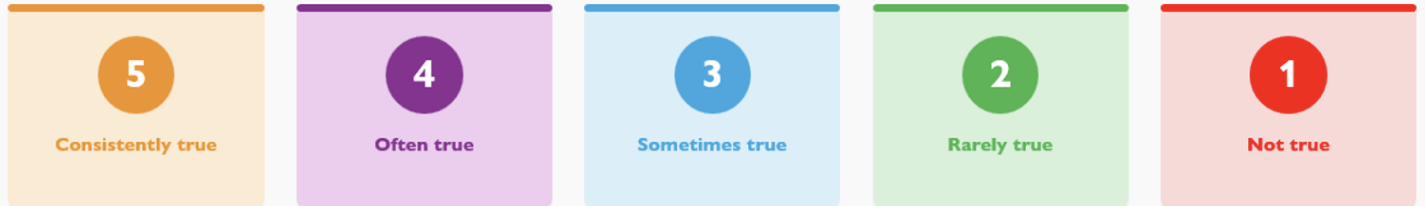




Leadership Culture Readiness **Self-Check**

Rate each area based on your current reality:



Clarity

Do leaders know what “good” looks like?

1-5

- Shared expectations
- Defined behaviors
- Aligned to strategy

1. Our leaders share a common, clearly defined understanding of what “good leadership” looks like here.
2. Expectations for leaders are documented, communicated, and reinforced across levels.
3. Employees understand how leadership behaviors connect to organizational values and strategy.

Connection

Do leaders build trust and develop people?

1-5

- Coaching conversations
- Psychological safety
- Trust & belonging

4. Managers regularly hold one-to-one conversations focused on coaching and development, not just tasks.
5. Leaders create psychologically safe environments where staff feel heard and respected. (And you know this because staff at all levels admit mistakes, offer dissenting opinions/perspectives, ask vulnerable questions, are creatively experimenting new ideas, are regularly highlighting FAILED new ideas and promoting their learnings from them)
6. Trust and belonging are visible parts of our culture — people feel cared for, not just supervised.

Consistency

Is leadership experienced similarly across teams?

1–5

- Feedback & accountability
- Leader onboarding
- Reinforced daily

7. Leaders across departments use similar approaches to feedback, accountability, and recognition.
8. New leaders are onboarded into the same leadership expectations, frameworks, and culture language.
9. Leadership behaviors are discussed and reinforced in meetings, supervision, and performance reviews.

Accountability & Growth

Is leadership measured and improved?

1–5

- Balanced accountability
- Reflection & measurement
- Data + growth stories

10. Leaders hold people accountable with fairness and empathy — balancing high compassion and high standards.
11. We regularly measure or discuss leadership effectiveness (e.g., surveys, feedback loops, reflection tools).
12. We use data *and* stories to track progress and celebrate leadership growth across the organization.

Scoring & Reflection

- **High Readiness (4.0–5.0 average):** Leadership culture is well-defined and reinforced — focus on scaling or mentoring.
- **Emerging Readiness (3.0–3.9):** Foundations are present but uneven — clarify expectations and create shared tools.
- **Early Stage (1.0–2.9):** Leadership culture varies widely — start by defining expectations and building trust & coaching capacity.

Pair or Small-Group Prompts

- “Which area scored highest — and what’s working well that sustains it?”
- “Which area scored lowest — and what one action could raise it by one point next year?”
- “What data or evidence do you currently have (or need) to measure leadership culture?”

