



LEADERSHIP ASSESSMENT GUIDE

Know Where You Stand.

Grow Where It Counts.

Before You Lead Others, You Have to Know Yourself.

The best leaders are not the loudest ones in the room. They are the ones who know who they are, what they carry, and where they are going.

This guide gives you an honest look at yourself as a leader. It is not a test. There are no wrong answers. It is a mirror that shows you what is strong, what is stretched thin, and what is ready to grow.

Take your time. Be honest. What you discover here could change everything about how you lead starting Monday.

HOW TO USE THIS GUIDE

Read each statement. Rate yourself honestly from 1 to 5. Write your number next to each item.

1 = Not me at all **2** = Rarely me **3** = Sometimes me **4** = Often me **5** = Consistently me

Add up your total for each section. Then turn to the Score Interpretation page to see what your results mean.

SECTION 1

Leadership Identity & Purpose

Strong leaders know WHY they lead. This section checks whether your leadership has a foundation built on purpose, not just performance.

1	I know WHY I lead, not just how.	_____
2	My leadership is guided by clear values, not just results.	_____
3	I can clearly explain what I stand for as a leader.	_____
4	The way I lead on my best day and my worst day looks mostly the same.	_____
5	I lead from a place of purpose, not pressure.	_____

SECTION 1 TOTAL

_____ / 25

SECTION 2

Emotional Resilience

How you handle pressure says everything about your leadership. This section reveals how well you manage what is happening inside you.

1	I stay grounded when things around me fall apart.	_____
2	I do not let other people's moods or reactions control how I lead.	_____
3	I know my emotional triggers and I manage them before they manage me.	_____
4	When I face failure, I recover quickly and keep moving.	_____
5	I can have hard conversations without shutting down or blowing up.	_____

SECTION 2 TOTAL

_____ / 25

SECTION 3

Team Culture & Impact

Leadership is not about you alone. This section looks at how your leadership is landing on the people around you.

1	The people I lead feel safe bringing me problems.	_____
2	I give credit freely and take responsibility when things go wrong.	_____
3	My team knows exactly what I expect from them.	_____
4	I develop the people around me, not just the results.	_____
5	The culture on my team is one I am proud of.	_____

SECTION 3 TOTAL

_____ / 25

SECTION 4

Vision & Legacy

Great leaders do not just manage today. They build for tomorrow. This section looks at how far your leadership vision actually reaches.

1	I can clearly describe where my organization is going in the next 3 years.	_____
2	I think about the legacy I am building, not just the tasks I am completing.	_____
3	I make decisions today that set my team up for tomorrow.	_____
4	I am investing in the next generation of leaders around me.	_____
5	The work I am doing right now matters beyond my position or title.	_____

SECTION 4 TOTAL

_____ / 25

YOUR TOTAL SCORE (Add All 4 Sections)

_____ / 100

What Your Score Means

Your score is not a judgment. It is a starting point. Every great leader has been right where you are. The ones who grew are the ones who were honest about what they saw and decided to do something about it.

80-100 LEADING WITH CLARITY

You have a strong leadership foundation. You know who you are, you manage your emotions well, and you are building something that lasts. Your next step is refinement, sharpening what is already working and closing the small gaps that could limit how high you go.

55-79 LEADING WITH POTENTIAL

You have real strengths as a leader, but there are areas where you are running on less than you have. Some of what you are carrying is holding you back. The good news, you are closer to your breakthrough than you think. One focused season of growth can change everything.

25-54 LEADING UNDER PRESSURE

You are showing up every day, but it is costing you more than it should. Something in your foundation needs attention. This is not a failure. It is an invitation to build stronger. The leaders who do the work here become the ones who change everything around them.

What to Do With Your Section Scores

Do not just look at your total. A score below 15 in any one section tells you exactly where to focus first. Your lowest section is your greatest growth opportunity right now.

Section	What It Covers	If Below 15, Focus On...
1 - Identity	Your purpose, values, and consistency as a leader	Revisit why you lead and what you actually stand for
2 - Resilience	Emotional control, recovery, and hard conversations	Build your emotional intelligence before everything else

3 - Culture	Team safety, accountability, and people development	Look honestly at how your leadership is landing on others
4 - Vision	Future planning, legacy, and next-generation investment	Lift your eyes off the urgent and onto what actually lasts

Your Score Is Not Your Ceiling.

Whatever your number, there is a next level waiting for you. The leaders who grow are not the ones who had perfect scores. They are the ones who were honest enough to see the truth and bold enough to do something about it.

FROM PAIN TO PURPOSE(TM)

2-Day Corporate Leadership Experience

Built for teams that are performing but not yet thriving. Leaders who deliver results but are running low. Organizations that want a culture that actually lasts. Facilitated by April and Herbert Adkins. This is not a lecture. It is a transformation.

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