

Quarterly Leader Self-Assessment Checklist

Use this every 90 days. If you don't like the answers, don't blame the model.

Purpose & Outcomes

- Can my team clearly articulate our purpose?
 - Are outcomes still relevant and explicit?
 - Have constraints drifted or multiplied?
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Decision Integrity

- Are decisions made closest to the work?
 - Have I overridden decisions recently?
 - Did I explain why when I did?
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System Health

- Do our systems reduce effort or add it?
 - Where are people working around the process?
 - What feedback loops are being ignored?
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Leadership Behavior

- Did I model restraint?
- Did I accept uncomfortable feedback?
- Did I intervene at the right level?

One Required Question

What am I holding onto that the system is ready to absorb?