



Fractional Leadership Readiness Assessment

A Practical Self-Assessment for SMB and Startup Owners & Leadership Teams

Purpose

This assessment helps SMB & Startup leaders determine:

- Whether they are ready for fractional leadership
- Which functional areas would benefit most
- What level of fractional engagement is appropriate
- What risks exist if leadership gaps remain unaddressed

Intended Audience

- Founders, CEOs, Presidents
- COO / CFO / IT / Operations leaders in SMBs & Startups
- Companies typically between **\$2M–\$50M in revenue**

How to Use This Assessment

- Answer each question honestly based on current conditions
- Use the **scoring guide** at the end to interpret results
- This tool is diagnostic—not prescriptive
- Results should inform next steps, not replace strategic discussion

Scoring Scale (for each question):

- **0** = Not true / Not in place
- **1** = Somewhat true / Inconsistent
- **2** = Mostly true / Informal
- **3** = Fully true / Consistently executed

Section 1: Business Growth & Complexity

Objective: Identify whether business complexity has outgrown founder-led execution.

| Question | 0 | 1 | 2 | 3 |
|--|--------------------------|--------------------------|--------------------------|--------------------------|
| Revenue growth has accelerated in the last 12–24 months | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Operational decisions are becoming more complex | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| We feel “stretched” managing growth with current leadership | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| The founder/CEO is involved in too many day-to-day decisions | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Growth initiatives stall due to lack of leadership bandwidth | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Section Score: _____ / 15

Section 2: Leadership Coverage & Gaps

Objective: Identify functional leadership blind spots.

| Question | 0 | 1 | 2 | 3 |
|---|--------------------------|--------------------------|--------------------------|--------------------------|
| Each core function has clear leadership ownership | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Strategic decisions are guided by experienced leadership | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| We rely on managers doing “double duty” as leaders | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Important initiatives lack an accountable executive owner | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| We delay decisions due to lack of expertise | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Section Score: _____ / 15

Section 3: Financial & Hiring Constraints

Objective: Assess whether full-time executive hiring is practical or risky.

| Question | 0 | 1 | 2 | 3 |
|--|--------------------------|--------------------------|--------------------------|--------------------------|
| We can comfortably afford a full-time executive hire | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| We understand the true cost of executive hiring | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| A mis-hire would create material business risk | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| We need leadership now, not in 6–12 months | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Executive-level work is required, but not full-time | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Section Score: _____ / 15

Section 4: Strategy, Planning & Decision-Making

Objective: Determine whether strategic leadership capacity exists.

| Question | 0 | 1 | 2 | 3 |
|--|--------------------------|--------------------------|--------------------------|--------------------------|
| We have a documented 1–3 year strategic plan | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Strategy is reviewed and updated regularly | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Leadership decisions are proactive vs reactive | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| We track KPIs that support strategic goals | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Execution aligns consistently with strategy | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Section Score: _____ / 15

Section 5: Execution & Accountability

Objective: Evaluate execution discipline and operational leadership.

| Question | 0 | 1 | 2 | 3 |
|---|--------------------------|--------------------------|--------------------------|--------------------------|
| Major initiatives have clear owners | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Leadership meetings drive action, not just discussion | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Accountability is enforced consistently | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Cross-functional alignment is strong | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Execution issues are addressed quickly | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Section Score: _____ / 15

Total Score Summary

Maximum Score: 75

Your Score: _____

Interpretation Guide

0–25: Founder-Led, Early Stage

You may not need fractional leadership yet, but early advisory support could prevent future bottlenecks.

Recommended Action:

Targeted advisory or project-based fractional engagement.

26–45: Transition Stage

Leadership gaps are emerging. Risk increases if growth continues without added leadership capacity.

Recommended Action:

Introduce 1–2 fractional leaders in high-impact areas.

46–60: Scale-Ready but Constrained

Your business clearly needs executive-level leadership, but full-time hires may be premature or risky.

Recommended Action:

Fractional executives with defined scope and accountability.

61–75: High Readiness

Leadership gaps are actively constraining growth and performance.

Recommended Action:

Multi-functional fractional leadership or hybrid model.



Next-Step Worksheet

Top 3 Areas Needing Leadership Support

1. _____

2. _____

3. _____

Most Immediate Business Risk If Unaddressed

Desired Outcomes in the Next 6–12 Months
