



# 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"/>
<b>Section Score:</b> ____ / 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"/>
<b>Section Score:</b> ____ / 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"/>
<b>Section Score:</b> ____ / 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"/>
<b>Section Score:</b> _____ / 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"/>
<b>Section Score:</b> _____ / 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

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### Desired Outcomes in the Next 6–12 Months

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