

Is Your Organization Building Momentum — or Burning Energy?

A 10-question diagnostic for leadership teams

Rate each statement from 1 (Strongly Disagree) to 5 (Strongly Agree).
Be honest — this is for your eyes only. Total your score at the end.

PILLAR 1 · STRATEGIC DIRECTION

- 1. Our leadership team has a clear, shared understanding of our strategic priorities for the next 12 months.
- 2. Our people can articulate how their daily work connects to the organization's strategic goals.
- 3. When priorities change, we communicate the “why” before the “what.”

PILLAR 2 · CONNECTION & TRUST

- 4. People in our organization feel safe raising concerns or disagreeing with leadership decisions.
- 5. Our leadership team actively listens more than it directs in team settings.
- 6. We regularly check the human cost of our growth — not just the financial cost.

PILLAR 3 · CO-CREATION & OWNERSHIP

- 7. Our people act before they are asked — they take initiative without waiting for direction.
- 8. Key decisions are made with input from the people who will implement them, not just those who approve them.
- 9. When a strategy fails, we examine the process that produced it — not just the result.

MOMENTUM SIGNAL

- 10. If I am honest, our organization moves at the speed our strategy requires.

YOUR MOMENTUM SCORE

10–24

High Friction

Your organization has significant momentum blockers. Focus on trust and direction before scaling.

25–39

Building Momentum

Solid foundations exist. Identify which pillar is weakest and concentrate your next 90 days there.

40–50

Momentum Leader

Your flywheel is turning. The risk now is complacency — keep co-creation central to your culture.

Want the full Leadership Momentum OS Diagnostic?

A deeper 25-point assessment for your leadership team.

Drop “MOMENTUM” in the comments

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