

LEADERSHIP MOMENTUM DIAGNOSTIC

Questions to assess your organization's current leadership momentum and identify where it may be breaking.

*Score each question from 1 (strongly disagree) to 5 (strongly agree)
Answer based on how the organization actually operates - not how it is intended to operate.*

SECTION 1 — Direction (Strategic Vision)

Strategic clarity

People in the organization clearly understand where we are going and why.

Shared vision

The strategic direction was shaped through dialogue with the organization, not simply announced.

Strategic translation

Teams understand how the vision translates into priorities for their work.

Direction Score

SECTION 2 — Connection & Trust (High EQ)

Psychological safety

People feel safe challenging ideas and contributing openly.

Leadership self-awareness

Leaders understand their own strengths and limitations and actively leverage the strengths of others.

Leadership listening

Leaders listen deeply before proposing solutions.

Connection Score

SECTION 3 — Learning & Progress (Growth Mindset)

Experimentation

The organization tests ideas quickly rather than waiting for perfect plans.

Progress visibility

People regularly see evidence that the organization is moving forward.

Ownership

People take initiative and act before they are asked.

Learning Score

*Low score → Momentum friction
High score → Momentum building*

**LEADERSHIP
MOMENTUM OS**