



ARE YOU LEADING FROM YOUR CALLING?

The CBLI Leadership Calling Clarity Assessment™

A guided self-assessment to help you recognize where you are in your leadership journey, identify the area requiring your attention, and choose your next purposeful step.

CALLING | CLARITY | ALIGNMENT | ACTIVATION | IMPACT | LEGACY

Leadership Is a Calling®

www.callingbasedleadership.com

Begin With Honest Reflection

Leadership calling is not limited to a title, platform, or formal position. It is the responsibility to use who you are, what you have been given, and what life has prepared you to do in service of a meaningful assignment.

This assessment is designed to help you pause, reflect, and evaluate whether your current leadership is connected to that calling. It is a developmental tool, not a clinical or scientifically validated psychological test. Your most useful result will come from honest answers rather than ideal answers.

How to complete the assessment

1. Read each statement and rate how accurately it describes you right now.
2. Circle one response from 1 to 5. Avoid scoring the person you hope to become.
3. Transfer your ratings to the scorecard and total each dimension.
4. Use your overall score and lowest dimension to select your next leadership step.

1 Not true	2 Rarely true	3 Sometimes true	4 Usually true	5 Consistently true
---------------	------------------	---------------------	-------------------	------------------------

Before you begin

What leadership question, tension, or decision is most important to you right now?

Leadership Calling Assessment

Circle one number for each statement: 1 = Not true, 5 = Consistently true.

Calling

1. I understand the deeper purpose that gives meaning to my leadership.	1 2 3 4 5
2. I can describe the people or needs I feel called to serve.	1 2 3 4 5
3. My leadership is motivated by contribution, not merely position or recognition.	1 2 3 4 5

Quick reflection: What evidence supports your ratings in this area?

Clarity

4. I can clearly state the leadership assignment I am pursuing in this season.	1 2 3 4 5
5. I know the outcomes that matter most in my current leadership role.	1 2 3 4 5
6. I can distinguish my true priorities from attractive distractions.	1 2 3 4 5

Quick reflection: What evidence supports your ratings in this area?

Leadership Calling Assessment

Circle one number for each statement: 1 = Not true, 5 = Consistently true.

Alignment

7. My daily decisions reflect my values and leadership convictions.	1 2 3 4 5
8. My current role allows me to use my strongest gifts, talents, and skills.	1 2 3 4 5
9. The way I lead is consistent with the person I believe I am called to become.	1 2 3 4 5

Quick reflection: What evidence supports your ratings in this area?

Character & Capacity

10. I have the discipline, resilience, and integrity required for my present assignment.	1 2 3 4 5
11. I actively develop the knowledge and abilities my next level of leadership requires.	1 2 3 4 5
12. I seek feedback and accept accountability when my leadership needs to grow.	1 2 3 4 5

Quick reflection: What evidence supports your ratings in this area?

Leadership Calling Assessment

Circle one number for each statement: 1 = Not true, 5 = Consistently true.

Activation

13. I am taking specific, courageous action instead of waiting for perfect conditions.

1 2 3 4 5

14. I have a practical plan with milestones for advancing my leadership assignment.

1 2 3 4 5

15. I consistently invest time and resources in the work I believe I am called to do.

1 2 3 4 5

Quick reflection: What evidence supports your ratings in this area?

Influence, Impact & Legacy

16. My leadership helps other people recognize and develop their potential.

1 2 3 4 5

17. I can identify meaningful results produced through my leadership.

1 2 3 4 5

18. I am building people, practices, or systems that can continue beyond my direct involvement.

1 2 3 4 5

Quick reflection: What evidence supports your ratings in this area?

Your CBLI Scorecard

Transfer each rating below. Add the three ratings in each row for a dimension score. Then add all six dimension scores for your overall score.

Dimension	Items	Ratings	Score
Calling	1-3	___ + ___ + ___	___ / 15
Clarity	4-6	___ + ___ + ___	___ / 15
Alignment	7-9	___ + ___ + ___	___ / 15
Character & Capacity	10-12	___ + ___ + ___	___ / 15
Activation	13-15	___ + ___ + ___	___ / 15
Influence, Impact & Legacy	16-18	___ + ___ + ___	___ / 15
OVERALL SCORE			___ / 90

Read your scores

Your overall score indicates your present level of calling-based leadership integration. Your lowest dimension identifies the area most likely to unlock your next stage of growth. A high overall score does not mean your development is complete; it indicates that calling is increasingly shaping how you lead.

My strongest dimension: _____

The dimension requiring my attention: _____

One score that surprised me and why:

Your Current Leadership Stage

Use your overall score to locate your current stage. Read the description as an invitation to act, not as a permanent label.

18-35	AWAKENING You may sense that leadership should mean more, but your calling or present assignment is not yet clear. Begin by noticing recurring concerns, defining who you feel responsible to serve, and identifying the experiences that have prepared you.
36-53	CLARIFYING Your calling is becoming visible, but competing priorities, uncertainty, or an incomplete definition of your assignment may be limiting movement. Name the assignment, the people served, and the result you are responsible for producing.
54-71	ALIGNING & ACTIVATING You have meaningful clarity and are beginning to lead from it. Your next growth will come through stronger alignment, disciplined preparation, courageous execution, and accountability.
72-90	LEADING FROM CALLING Calling is strongly integrated into how you lead. Continue deepening character, multiplying other leaders, measuring meaningful impact, and building a legacy that can continue beyond your personal presence.

My current stage: _____

What this result confirms for me:

What this result challenges me to change:

Turn Insight Into Development

Begin with your lowest-scoring dimension. Choose the corresponding practice and complete it during the next seven days.

Calling	Write one sentence naming who you feel responsible to serve and the difference you feel compelled to make.
Clarity	Complete this sentence: In this season, my leadership assignment is to _____ for _____ so that _____.
Alignment	Identify one commitment to start, stop, or realign so your calendar and behavior match your convictions.
Character & Capacity	Choose one character discipline and one leadership capability that your present assignment requires you to strengthen.
Activation	Take one visible, measurable action within 72 hours and tell an accountability partner what you will complete.
Influence, Impact & Legacy	Identify one person to develop and one practice, process, or resource you can build so the work continues.

My seven-day development practice:

The person who will hold me accountable: _____

My 30-Day Calling Activation Plan

Select one focused leadership outcome. Small, aligned action repeated consistently produces more progress than broad intention without execution.

The leadership assignment I will advance during the next 30 days:

The people or purpose this assignment serves:

The measurable result I intend to produce:

The first courageous action I will complete within 72 hours:

WEEK	PURPOSEFUL ACTION	EVIDENCE OF PROGRESS
1		
2		
3		
4		

At the end of 30 days, I will evaluate:

What changed? What did I learn? What must I continue, release, or strengthen?

Your Calling Requires Your Leadership

Recognizing your calling is only the beginning. Fulfilling it requires clarity, character, capacity, alignment, courage, and consistent execution.

Do not wait for a perfect title, complete certainty, or ideal conditions. Take the next faithful, purposeful step with what you have, where you are, and in service of those you are called to lead.

CONTINUE YOUR CBLI JOURNEY

Explore the Calling-Based Leadership® Textbook, Workbook, training experiences, and professional certification.

www.callingbasedleadership.com

Leadership Is a Calling®

© 2026 RBR Consulting LLC / Calling-Based Leadership Institute®. All rights reserved. This assessment may be downloaded and completed for personal use. It may not be reproduced, resold, modified, or used in paid training without written permission.