REYNOLDS COACHING

The Leadership Blind Spot Check

What might you be missing about how others experience your leadership?

NAME _____ DATE _____

Think about your behavior over the **past 30 days**, not the leader you hope to be. Check **one box** for each statement.

RATING SCALE 1 Rarely 2 Occasionally 3 Sometimes 4 Often 5 Consistently

#	Over the past 30 days...	1	2	3	4	5
1	I invite people to challenge my ideas without making them regret speaking up.	☐	☐	☐	☐	☐
2	When someone brings me a problem, I ask questions before offering a solution.	☐	☐	☐	☐	☐
3	I notice when my pace or tone causes others to withdraw.	☐	☐	☐	☐	☐
4	I respond calmly when someone brings me bad news or admits a mistake.	☐	☐	☐	☐	☐
5	I ask for feedback about my leadership and listen without explaining myself.	☐	☐	☐	☐	☐
6	I address difficult behavior promptly and respectfully.	☐	☐	☐	☐	☐
7	I make expectations clear rather than assuming people understand.	☐	☐	☐	☐	☐
8	I follow through on commitments, including small promises.	☐	☐	☐	☐	☐
9	I recognize contributions that happen quietly or behind the scenes.	☐	☐	☐	☐	☐
10	I adjust my approach when my message is not getting through.	☐	☐	☐	☐	☐

Your Results

Total of your 10 ratings: _____ **/ 50** *Adds up automatically in Adobe Acrobat Reader*

10–24	Several behaviors may need attention.
25–34	Mixed consistency.
35–44	Generally strong habits, with room to improve.
45–50	Strong self-reported habits; seek outside feedback to verify.

Lower scores suggest opportunities to explore, not a diagnosis of leadership ability. **Important:** This is a reflection tool, not a validated psychological assessment. A high score does not prove others experience you the same way.

Turn Insight Into Action

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A blind spot is not simply something you do poorly. It may be something you do not realize others experience differently than you intend.

1 Identify a pattern

Which TWO statements received your lowest ratings? Statement # _____ Statement # _____

Where does this behavior show up most often?

2 Check your assumptions

Ask one trusted colleague or team member:

> **"What is one thing I do that makes it easier to work with me, and one thing I could do differently?"**

Listen. Ask for an example. Thank them. Avoid defending or explaining your intentions.

What did you learn?

3 Choose one seven-day experiment

This week I will:

When / with whom:

What someone else should notice:

4 Review after seven days

What did I do differently?

What changed, if anything?

What will I continue or adjust?

A FINAL QUESTION

What is it like to be on the receiving end of your leadership?

Self-awareness is the starting point. Behavior change is where leadership growth becomes visible.