



Women of Wellness

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Wellness Leadership Assessment

A Self-Leadership Audit Across 8 Wellness Dimensions

From Lead with Well-Being: A Woman's Strategic Guide to Transform Workplace Culture

This assessment is your starting point, not a judgment, but an honest snapshot of where you are right now as a wellness leader. Before you can transform your workplace culture, you need to know your baseline. Use this audit to identify your greatest strengths, your most urgent growth edges, and the areas where your leadership can create the most meaningful impact.

Rate yourself across all 8 wellness dimensions, reflect on the open-ended prompts, and use your total score to guide which chapters of this book to prioritize. Return to this assessment in 90 days to measure your growth.

HOW TO SCORE

1 = Rarely 2 = Sometimes 3 = Often 4 = Mostly 5 = Always

Name: _____ Date: _____
Organization /
Role: _____



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♥ Emotional Wellness

Your ability to manage emotions, build resilience, and create psychological safety for your team.

	1 Rarely	2 Sometimes	3 Often	4 Mostly	5 Always
1.	I recognize and regulate my own emotions before responding in high-pressure situations.				[1] [2] [3] [4] [5]
2.	I create space for my team members to express emotions without judgment.				[1] [2] [3] [4] [5]
3.	I practice self-compassion and resist the pressure to appear unaffected by stress.				[1] [2] [3] [4] [5]

My Emotional Wellness Score:

_____ / 15

✦ *Where do emotions, yours or your team's, most often go unaddressed in your workplace?*



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◆ Mental Wellness

How you protect cognitive capacity, manage mental load, and model healthy boundaries around thinking and rest.

1 Rarely

2 Sometimes

3 Often

4 Mostly

5 Always

1. I protect time for deep, focused work without constant interruption. [1] [2] [3] [4] [5]

2. I set and communicate clear boundaries around after-hours communication. [1] [2] [3] [4] [5]

3. I openly model that rest and recovery are essential to high performance. [1] [2] [3] [4] [5]

My Mental Wellness Score:

_____ / 15

◆ What mental load are you carrying that isn't yours to carry alone?



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🌸 Social Wellness

The quality of connection, belonging, and psychological safety within your team and organization.

	1 Rarely	2 Sometimes	3 Often	4 Mostly	5 Always
1. I actively work to ensure every team member feels a genuine sense of belonging.					[1] [2] [3] [4] [5]
2. I invest in relationship-building, not just task completion, during team interactions.					[1] [2] [3] [4] [5]
3. I address exclusion, cliques, or disconnection when I notice them forming.					[1] [2] [3] [4] [5]

My Social Wellness Score:

_____ / 15

✦ *Who on your team might feel unseen or on the margins and what's one step you could take?*



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♦ Spiritual Wellness

Alignment between your leadership, your values, and a sense of deeper purpose and meaning.

1 Rarely	2 Sometimes	3 Often	4 Mostly	5 Always
1.	I regularly reflect on whether my leadership decisions align with my core values.			[1] [2] [3] [4] [5]
2.	I help my team connect their daily work to a larger mission or purpose.			[1] [2] [3] [4] [5]
3.	I lead with integrity even when it's inconvenient or politically challenging.			[1] [2] [3] [4] [5]

My Spiritual Wellness Score:

_____ / 15

♦ *Where do you feel the most misalignment between your values and your current leadership environment?*



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Occupational Wellness

How well your work environment, systems, and culture support growth, fairness, and sustainable performance.

1 Rarely	2 Sometimes	3 Often	4 Mostly	5 Always
1.	I advocate for workload balance and equitable distribution of tasks on my team.	[1] [2] [3] [4] [5]		
2.	I actively support the career development and advancement of the women I lead.	[1] [2] [3] [4] [5]		
3.	I challenge norms or systems that create unnecessary stress, burnout, or inequity.	[1] [2] [3] [4] [5]		

My Occupational Wellness Score:

/ 15

✦ *What one structural or cultural change in your workplace would have the greatest wellness impact?*



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* Environmental Wellness

The physical and virtual spaces where your team works — and how those environments affect wellbeing.

	1 Rarely	2 Sometimes	3 Often	4 Mostly	5 Always
1.	I consider how our physical or virtual workspace affects my team's comfort and focus.				[1] [2] [3] [4] [5]
2.	I advocate for spaces that support both collaboration and quiet, restorative work.				[1] [2] [3] [4] [5]
3.	I notice and address environmental factors (noise, lighting, digital overwhelm) that drain energy.				[1] [2] [3] [4] [5]

My Environmental Wellness Score:

_____ / 15

♦ *What would your ideal team environment look, feel, and sound like — and what's the gap from today?*



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◇ Financial Wellness

Your ability to lead equitable, transparent, and empowering financial conversations and decisions.

1 Rarely	2 Sometimes	3 Often	4 Mostly	5 Always
1.	I advocate for equitable pay and transparent compensation practices within my influence.	[1] [2] [3] [4] [5]		
2.	I support team members in accessing financial benefits, resources, and development.	[1] [2] [3] [4] [5]		
3.	I discuss the financial sustainability of wellness investments with confidence and data.	[1] [2] [3] [4] [5]		

My Financial Wellness Score:

_____ / 15

✦ *Where does financial stress, yours or your team's, show up in your workplace culture?*



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© Intellectual Wellness

A culture of curiosity, learning, and creative thinking that you actively model and cultivate.

1 Rarely	2 Sometimes	3 Often	4 Mostly	5 Always
1.	I actively encourage questions, experimentation, and learning from failure on my team.			[1] [2] [3] [4] [5]
2.	I invest in my own ongoing learning and share that growth openly with others.			[1] [2] [3] [4] [5]
3.	I create conditions where new ideas are welcomed rather than dismissed or over-edited.			[1] [2] [3] [4] [5]

My Intellectual Wellness Score:

_____ / 15

✦ *What would it look like if your team felt truly free to think, question, and innovate?*



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Your Wellness Leadership Profile

Total Score Summary & Reflection

Dimension	Score (/15)	Dimension	Score (/15)
♥ Emotional Wellness	_____	♦ Mental Wellness	_____
✿ Social Wellness	_____	✦ Spiritual Wellness	_____
● Occupational Wellness	_____	* Environmental Wellness	_____
◇ Financial Wellness	_____	◎ Intellectual Wellness	_____

TOTAL SCORE	_____ / 120
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Score Range	What It Means	Your Focus
96–120	Thriving Wellness Leader	Scale your impact — mentor others and expand your influence.
72–95	Emerging with Strength	Build on your strengths and target 2-3 key growth areas.
48–71	Developing Foundation	Prioritize the dimensions below 10: start with one at a time.
Below 48	Rebuilding & Resetting	Be compassionate with yourself. This book is your roadmap.



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Your Leadership Reflection

✦ *Looking at your scores, which 1-2 dimensions are your greatest strengths as a leader?*

✦ *Which dimension surprised you most and why?*

✦ *Which dimension, if strengthened, would have the greatest ripple effect on your team right now?*