

RELATIONAL LEADERSHIP HEALTH™

Leadership Health Check

12 questions. 4 domains. One honest snapshot.

HOW TO USE THIS CHECK

Think about how you actually lead - especially when things are difficult. Rate each statement from 1 (Almost Never) to 5 (Almost Always). Answer from your lived practice, not your ideal.

A brief self-assessment for reflection and leadership development

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This leadership health check is not presented as a psychometrically validated instrument.

RATE EACH STATEMENT 1-5

The personal domains

Circle one response for every statement.

1

Almost Never

2

Rarely

3

Sometimes

4

Often

5

Almost Always

WITHIN ME

relationship with self

1. I recognize when stress, insecurity, or past experiences are influencing the way I interpret and respond to leadership situations.

☐ ☐ ☐ ☐ ☐
1 2 3 4 5

2. Under pressure, I can regulate my reactions and choose responses that move me toward connection rather than automatic protection.

☐ ☐ ☐ ☐ ☐
1 2 3 4 5

3. When I recognize an unhealthy leadership pattern in myself, I take responsibility and intentionally practice a healthier response.

☐ ☐ ☐ ☐ ☐
1 2 3 4 5

BETWEEN US

relationship with another

4. People can disagree with me, tell me difficult truths, or make mistakes without fearing unnecessary damage to our relationship.

☐ ☐ ☐ ☐ ☐
1 2 3 4 5

5. When tension arises, I stay curious about the other person's perspective rather than assuming I know their motives.

☐ ☐ ☐ ☐ ☐
1 2 3 4 5

6. I can address conflict, accountability, or relational rupture while working to preserve or restore connection.

☐ ☐ ☐ ☐ ☐
1 2 3 4 5

RATE EACH STATEMENT 1-5

The shared domains

Circle one response for every statement.

1

Almost Never

2

Rarely

3

Sometimes

4

Often

5

Almost Always

AMONG US

relationships within the team

7. My team can speak honestly, disagree, admit mistakes, and raise concerns without becoming dominated by fear, defensiveness, or avoidance.

☐ ☐ ☐ ☐ ☐
1 2 3 4 5

8. I recognize recurring relational patterns on my team and help us examine the pattern rather than simply blame a person.

☐ ☐ ☐ ☐ ☐
1 2 3 4 5

9. When team relationships become strained, we address what happened, own our contributions, and work toward repair.

☐ ☐ ☐ ☐ ☐
1 2 3 4 5

AROUND US

relationship with culture and system

10. The culture I help create supports honesty, accountability, trust, appropriate vulnerability, and healthy disagreement.

☐ ☐ ☐ ☐ ☐
1 2 3 4 5

11. Under organizational pressure, I pay attention to the stories, responses, and recurring patterns shaping our culture.

☐ ☐ ☐ ☐ ☐
1 2 3 4 5

12. I intentionally help our culture learn from relational challenges and develop healthier ways of working together.

☐ ☐ ☐ ☐ ☐
1 2 3 4 5

Pressure reveals our patterns

This reflection is unscored. Choose the response that sounds most like you.

When leadership pressure rises, which response sounds most like you?

- ☐ I take control.
- ☐ I withdraw or avoid.
- ☐ I work harder and carry more.
- ☐ I try to keep everyone happy.
- ☐ I become critical or defensive.
- ☐ I can usually remain present, curious, and connected.

Score your four-domain profile

Within Me	1 + 2 + 3	___ / 15
Between Us	4 + 5 + 6	___ / 15
Among Us	7 + 8 + 9	___ / 15
Around Us	10 + 11 + 12	___ / 15

Optional total: add all 12 responses _____ / 60

Use the total as a broad snapshot, not a verdict. Your four-domain pattern is the more useful conversation.

YOUR RESULTS

Notice the pattern

Relational health is a practice, not a fixed trait.

MY STRONGEST DOMAIN

MY GREATEST OPPORTUNITY FOR GROWTH

Reflect, then choose one next move

RECOGNIZE What helps explain the pattern you see in your scores?

REFRAME What assumption or story may be shaping this domain?

REHEARSE What healthier response will you practice the next time pressure rises?

RENEW Who or what will help you sustain that practice?

A helpful reading of your results

Your highest domain may point to a relational strength you can steward. Your lowest domain may identify a place for curiosity, support, and intentional practice - not deficiency or failure.