



The Leadership Dynamics Diagnostic

Decode the dynamics of your leadership journey today

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The Leadership Dynamics Diagnostic

Time Required: 7 minutes

This is an honest snapshot of where you are right now as a leader. Not where you want to be. Not where you think you should be. Most leaders find some questions uncomfortable. That discomfort is where the insight is found.

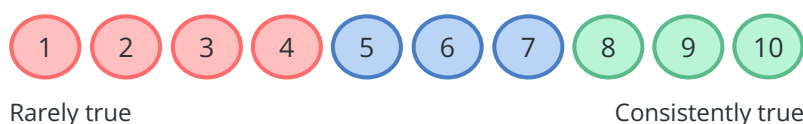
It takes 7 minutes and covers five areas of leadership. At the end your total score will show you where you stand and what it means for your leadership right now.

Before You Start

Score yourself on how things are. The woman who scores herself honestly gets the most from this. The woman who scores herself generously gets a feel-good result and nothing changes.

How It Works

Rate each statement from 1 to 10.



● Needs attention ● Developing ● Strong

Section 1:

Personal Leadership Presence

How you show up and how others experience you

I know how I am perceived by my manager, my peers and my team, and I actively manage that perception



Rarely true

Consistently true

When I walk into a room, I feel confident that my presence and credibility are working for me, not against me.



Rarely true

Consistently true

I consistently lead from my strengths.



Rarely true

Consistently true

When I feel myself being triggered, I manage my response before it affects the people around me.



Rarely true

Consistently true

The version of me that shows up under pressure is a version I am proud of.



Rarely true

Consistently true

Section 1 Total

Section 2:

Influencing In All Directions

Managing up, sideways and down with intent

I know how to get what I need from my manager without it feeling like a negotiation I am uncomfortable with.



Rarely true

Consistently true

My peers respect my input and I have genuine influence on decisions.



Rarely true

Consistently true

The people I lead would describe me as someone they trust, not just someone they report to.



Rarely true

Consistently true

I adapt how I communicate depending on who I am talking to and it works well.



Rarely true

Consistently true

I am able to positively influence others even when I have no authority over them.



Rarely true

Consistently true

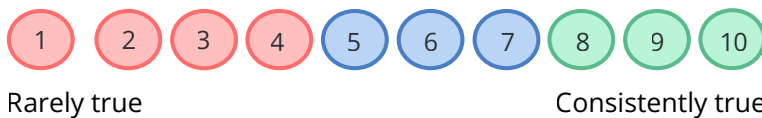
Section 2 Total

Section 3:

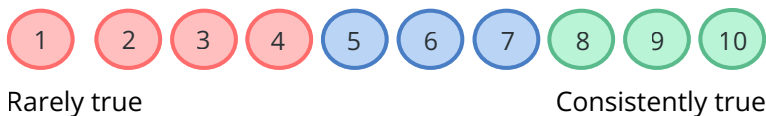
Reading The Room

Understanding what's really going on between people

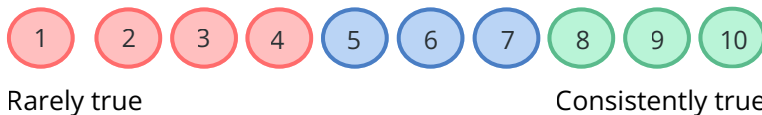
I can read what someone really means, not just what they are saying.



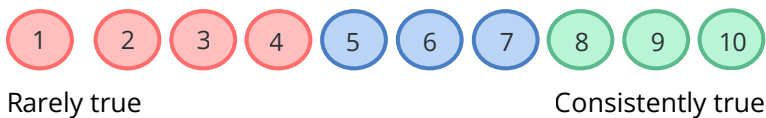
I notice when the dynamics in a room shift and I know how to respond rather than react.



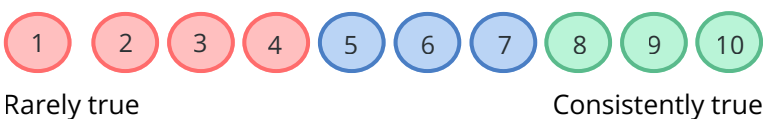
I understand why people behave the way they do, even when it's frustrating, and I use that understanding to lead better.



I can identify tension in my team and always address it in a timely way.



I can walk into a situation and quickly understand what's really driving the behaviour I'm seeing.



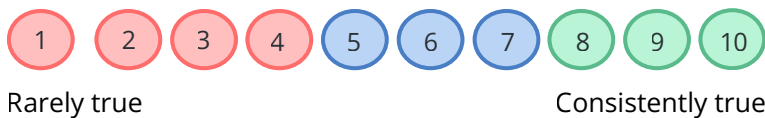
Section 3 Total

Section 4:

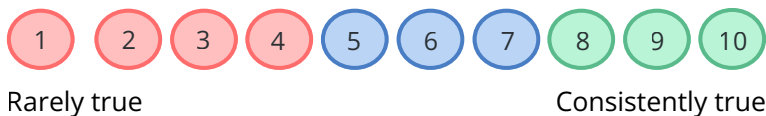
Difficult Conversations

Having the conversations that actually need to happen

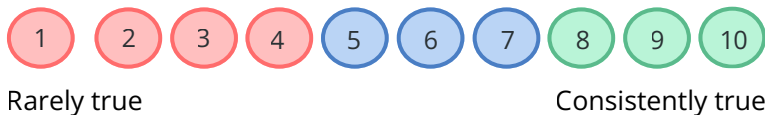
I address performance issues directly and early.



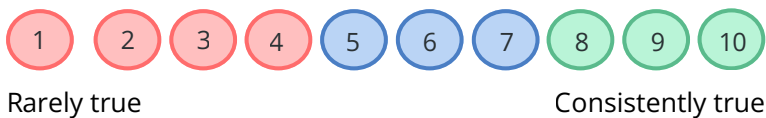
I give honest feedback that lands well.



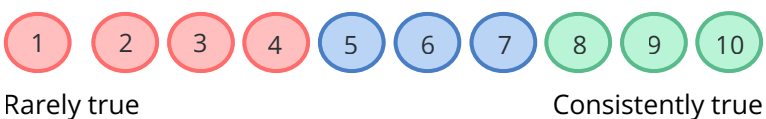
There are no conversations I have been putting off that I know I should be having.



When conflict arises I move toward it rather than around it.



After a difficult conversation, the relationship is intact and improved.



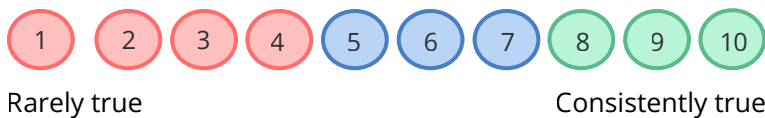
Section 4 Total

Section 5:

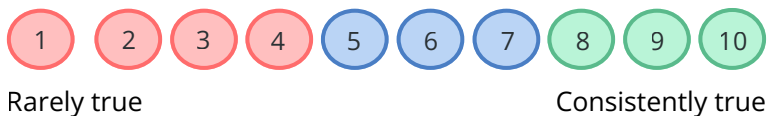
Team Health

The state of the team you lead

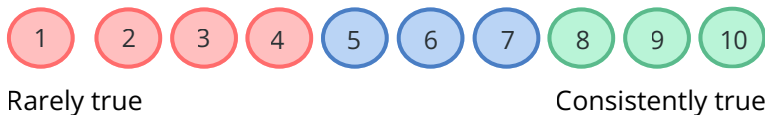
My team know exactly what is expected of them.



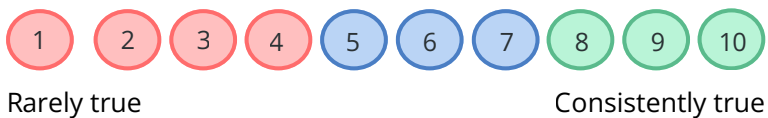
People on my team feel safe enough to disagree, challenge and say what they really think.



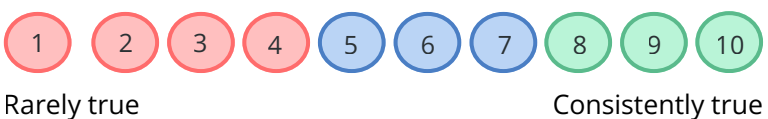
My team understand how their work connects to the bigger picture.



My team performs well even when I am not there.



If I asked my team to honestly rate working for me, I am confident I would like what I heard.



Section 5 Total

What things are you currently struggling with?

- ☐ Visibility and being overlooked despite delivering results
- ☐ Managing a difficult stakeholder or senior leader
- ☐ A person whose behaviour is affecting everyone
- ☐ Feeling like I contribute but am not being heard
- ☐ Being the person, everyone brings their problems to
- ☐ Knowing what needs to change but not knowing where to start
- ☐ Tension on my team that I expect them to work through without my constant input
- ☐ Doing the work but not getting the recognition
- ☐ Wanting to establish greater credibility and have more impact
- ☐ Wanting to lead differently but not having the tools

Your Total Score

Section 1 _____

Section 4 _____

Section 2 _____

Section 5 _____

Section 3 _____

Total _____ / 250

Your Results

Find your score below and read what it means for your leadership at this time.

Low 1 to 124

You completed this diagnostic because something already felt off. You are capable and committed but lack the tools and self-understanding to translate what you have into the impact you are capable of. This is a conditions problem and conditions can be changed.

You now know something most leaders spend years avoiding. That clarity is the beginning of change.

You have seen the gaps. The question now is what you do with that information. Most people read results like these and go back to the same week they have always had. If you are ready to do something different a 30-minute conversation is where it starts.

Mid 125 - 187

You are performing well in some areas and inconsistently in others. You know yourself reasonably well but that self-awareness is not yet translating into consistent impact. You are closer than you think to the leader you want to be. What stands between you and that version of yourself is not capability. It is having the right tools to match the leader you already are.

You now have a clearer picture of yourself than most leaders ever get. The patterns you can see today are the ones you can change tomorrow.

You now have a clearer picture of where you are and where the gaps are. A 30-minute conversation with me is enough to show you exactly what needs to shift first and what that shift could mean for how you lead, how you are perceived and the impact you have.

High 188 - 250

Your results reflect a leader who has done significant work on herself and it shows. You have built strong foundations and the people around you are benefiting. The question now is not whether you are a good leader. You are. It is whether there is another level available to you that the right tools and deeper self-understanding could unlock. And whether your team is operating at the level you know it can.

Your results are the beginning not the end. If you are ready to go deeper on your own leadership or want to understand what is really driving your team's performance, a 30-minute conversation is where both start.



You already have more than you think.

Most leaders don't stop long enough to look at themselves clearly. You did, and that matters.

The 30-minute conversation is not a sales call. It is a chance to talk through what your results are showing you with someone who understands exactly what you are dealing with. No pressure, no pitch, just clarity on where to start.

Book your Clarity call with me:

[Click Here](#)



Decode the dynamics. Transform the outcomes.

Georgia Messih | Human Dynamics Pathways