

Presence-Driven Leadership Diagnostic

Leadership Score Report

Organization / Team: _____

Primary Leader / Manager: _____

Date: _____

Completed with: **Insight4Alignment – Presence-Driven Leadership Framework**

1. Executive Summary

This report reflects how leadership is currently experienced inside your team culture—not just in systems and performance, but in the emotional architecture of your organization.

The diagnostic highlights:

- Where leadership presence is strong
- Where management may be operating without true leadership
- How healthy and stable your team culture feels day to day
- Whether red-flag dynamics are emerging (e.g., bullies, leadership vacuums, emotional instability)
- Whether any high-capacity team members may be silently carrying an unhealthy level of emotional and cultural weight

This is not a judgment. It's a mirror. The goal is awareness, alignment, and next steps.

2. Score Overview

(Adapt this to your format using the client's section scores.)

Section A – Leadership Presence & Alignment

Score: ____ / ____ Category: _____

Section B – Management Without Leadership (Non-Leadership Indicators)

Score: ____ / ____ Category: _____

Section C – Team Cultural Health

Score: ____ / ____ Category: _____

Section D – Red Flags of a Non-Leading Manager

Score: ____ / ____ Category: _____

Section E – Emerging Leader Stress

Score: ____ / ____ Category: _____

Overall Positive Leadership Score (Sections A + C): ____ / ____

Overall Risk / Strain Indicators (Sections B + D + E): ____ / ____

3. Overall Interpretation

(Choose the paragraph that best fits the overall pattern of scores.)

A. Strong, Presence-Driven Architecture

(Use when positive sections are high & risk sections are low.)

Your responses suggest a stable, presence-driven leadership environment. Leadership is not only directing operations but actively shaping culture, trust, and emotional safety. People likely experience the team as a place where they can participate, contribute ideas, and grow.

There are still refinements to make—there always are—but the foundation is solid. The focus now is deepening alignment, not repairing collapse.

B. Mixed Signals – Leadership in Transition

(Use when there are clear strengths AND clear red flags.)

Your results reflect a mixed leadership environment: there are real strengths, but also pressure points where the culture is absorbing uncoached dynamics. Some spaces are stable and aligned; others feel reactive, confusing, or emotionally tense.

This is a pivotal moment: with intentional presence-driven leadership, this team can move into a healthier architecture. Without it, the cracks you're seeing now are likely to deepen into more visible breakdowns.

C. High Strain – Management Without Leadership

(Use when risk/strain sections are high and positive ones are low or moderate.)

Your responses indicate a team that is likely being managed more than it is being led. Systems may still function; tasks still get done. But underneath, the emotional architecture is strained: people may feel unsupported, unseen, or unsure what is truly expected of them.

Uncoached dynamics, reactive patterns, or power imbalances may already be affecting morale, trust, and collaboration. Without a conscious shift toward presence-driven leadership, the environment is at risk of burnout, disengagement, or turnover—especially among your highest-capacity people.

4. Section-by-Section Insights

Use these guidelines to interpret each section by percentage of its maximum possible score.

Percent ranges for each section:

0–39% → Weak / At Risk (for positive sections) or Low Risk (for negative sections)

40–69% → Mixed / Developing

70–100% → Strong (for positive sections) or High Risk (for negative sections)

Section A – Leadership Presence & Alignment

If score is HIGH (strong presence)

Approx. 70–100% of max

Leadership presence appears to be a real strength in your environment. There is a clear sense of direction, emotional steadiness, and relational intelligence guiding the team. People likely know what you stand for, feel safe approaching you, and experience a degree of trust and psychological safety. Your opportunity here is to deepen consistency and ensure that this leadership presence is not resting on one person alone, but supported by healthy habits, clear standards, and shared ownership.

If score is MIXED (some presence, some gaps)

Approx. 40–69% of max

Your team is experiencing pockets of strong leadership—and pockets of absence. There are times when vision is clear, communication is grounded, and coaching happens... and other moments where people may feel unsure, unseen, or left to interpret expectations on their own. This is an ideal time to clarify your leadership rhythm: how often you communicate, how you handle tension, and how intentionally you develop the people around you.

If score is LOW (weak presence)

Approx. 0–39% of max

Leadership presence may be underdeveloped or inconsistent in this environment. People might not be fully clear on vision, may feel hesitant to speak up, or experience leadership more as authority and task assignment than as guidance and support. The invitation here is not shame—it's alignment: to consciously step into presence, communication, and coaching as core leadership practices, not optional extras.

Section B – Management Without Leadership (Non-Leadership Indicators)

(Here, a higher score = more risk.)

If score is LOW (good – fewer non-leadership behaviors)

Approx. 0–39% of max

You show relatively few indicators of non-leadership management. This suggests you are already avoiding some of the most common pitfalls—such as unclear expectations, avoidance of conflict, or over-reliance on authority. Keep reinforcing this by staying transparent, present, and willing to coach rather than control.

If score is MODERATE (some warning signs)

Approx. 40–69% of max

There are notable pockets of non-leadership behavior showing up in your culture. That likely sounds like: communication gaps, unaddressed tensions, inconsistent expectations, or a tendency to manage tasks more than people. This is a key threshold. With awareness and support, these patterns can be recalibrated before they become chronic cultural traits.

If score is HIGH (many non-leadership behaviors)

Approx. 70–100% of max

This section shows strong indicators that the team is being supervised without being truly led. People may experience leadership as distant, reactive, or task-focused, with limited coaching, acknowledgment, or emotional safety. This is a clear signal that leadership development, presence-work, and cultural recalibration are urgently needed if the team is going to thrive and not just survive.

Section C – Team Cultural Health**If score is HIGH (healthy culture)**

Your team culture holds many signs of health: psychological safety, shared contribution, openness, and at least some sense of energy or hope in the day-to-day flow. The priority now is guarding what's healthy and deepening it—especially as the organization grows or navigates change.

If score is MIXED (fragile or uneven culture)

Cultural health appears to be fragile or uneven. Some interactions feel safe and collaborative; others feel tense, draining, or confusing. People may be cautious with honesty or only bring ideas when they feel extra brave. This suggests a need for clearer norms, consistent communication, and intentional reinforcement of what “healthy culture” looks and feels like on this team.

If score is LOW (unhealthy or depleted culture)

Your culture may be in a stressed or depleted state. People could be feeling emotionally tired, guarded, or disconnected from one another. Collaboration, enthusiasm, or initiative might feel like rare spikes instead of a baseline. Before pushing for more performance, the culture needs space to heal—through listening, re-setting expectations, and rebuilding trust and psychological safety.

Section D – Red Flags of a Non-Leading Manager

(Here, a higher score = more risk.)

If score is LOW (few red flags)

You are currently seeing few strong red flags of non-leadership management. The basics of emotional safety and power balance are likely intact, even if there is still room to grow. Continue paying attention to how conflict, strong personalities, and emotional states are handled—these are often where early warning signs first appear.

If score is MODERATE (warning signs present)

There are clear warning signs that certain uncoached dynamics may be shaping the team: dominant personalities, emotional volatility, avoidance, or unbalanced influence. If left unaddressed, these patterns can quickly harden into culture. This is the moment to address them directly and courageously.

If score is HIGH (serious leadership risks)

Your team is likely experiencing serious leadership risk. Bullies, loud voices, or emotionally intense personalities may be dominating the environment, while the formal manager is not consistently setting culture, holding boundaries, or coaching behavior. This level of risk calls for intentional leadership intervention, clear standards, and possibly external support to re-stabilize the architecture of the team.

Section E – Emerging Leader Stress

(Here, a higher score = more strain on a high-capacity team member.)

If score is LOW (little strain)

There is no strong signal that a high-capacity team member is carrying the emotional weight of the culture alone. Leadership load appears more evenly distributed or at least not crushing one person. Continue to check in with your strongest contributors to ensure they are supported, not silently overloaded.

If score is MODERATE (some strain present)

There are signs that one or more emerging leaders may be carrying extra emotional labor—stabilizing the culture, smoothing over conflicts, or informally mentoring others. This isn't always negative—but without recognition, authority, or support, it can turn into quiet burnout. The next step is to formalize support and boundaries around their role.

If score is HIGH (heavy strain on an emerging leader)

Your responses suggest that a high-capacity person may be silently carrying the culture: doing unofficial coaching, mediating conflict, holding morale, and absorbing the emotional impact of non-leadership management. This is one of the fastest ways to lose your best people. They often don't leave because of the work—they leave because of the leadership vacuum around them.