



The Leadership in Tune Self-Assessment
Understanding Your Conscious Relational Impact

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Introduction

Throughout the book (*Leadership in Tune*), I have argued that leadership is not something that resides solely within an individual. Leadership emerges through relationships. It takes shape in the space between people and is ultimately experienced by others.

The Conscious Relational Impact (CRI) Model offers a way of understanding how that happens.

The model proposes that leadership impact emerges through three interconnected stages:

1. Connected Self - how we understand and manage ourselves.
2. The Bridge - how we create trust, presence, and connection with others.
3. Shared Impact - how influence and co-creation generate meaningful outcomes.

The purpose of this assessment is not to measure your worth as a leader. It is not a performance review, a personality profile, or a pass-fail test. Instead, it is intended as a mirror.

It offers an opportunity to pause, reflect, and consider where your leadership energy is currently strongest and where it may need more attention.

As you complete the assessment, try to answer honestly rather than being aspirational. Consider how others would experience you, not simply how you intend to show up.

Remember, leadership is not about perfection. It is about awareness. Awareness is often the first step towards alignment.

Rating Scale

Rate each statement using the following scale:

- 1 = Rarely true
- 2 = Occasionally true
- 3 = Sometimes true
- 4 = Usually true
- 5 = Consistently true

Stage 1: Connected Self

Authenticity and Emotional Intelligence

This section explores how you show up as a leader. It focuses on self-awareness, emotional regulation, values, and personal authenticity.

How I Show Up

1. I am clear about the values that guide my decisions.
2. My behaviour remains aligned with those values, even under pressure.
3. I recognise the impact my emotions can have on other people.
4. I notice when my assumptions or biases may be influencing my judgement.
5. I actively seek feedback, including feedback that may challenge me.
6. I can acknowledge mistakes without becoming defensive.
7. I regulate my emotions effectively in difficult situations.
8. I trust my judgement without becoming rigid or closed to alternative perspectives.
9. I am aware of the signals I send through my behaviour, tone, and presence.
10. Others would describe me as authentic and genuine.

Connected Self Total: _____ / 50

Stage 2: The Bridge

Trust and Presence

This section explores the quality of the relationships you create with others.

It examines how people experience you and whether your leadership creates trust, psychological safety, and meaningful connection.

How I Build Relationships

11. People feel comfortable raising difficult issues with me.
12. People leave conversations with me feeling heard and understood.
13. I give my full attention during important conversations.
14. Others experience me as reliable and consistent.
15. I notice shifts in trust, engagement, or energy within teams.
16. I address tensions and misunderstandings rather than avoiding them.
17. I create conditions where different perspectives can be expressed safely.
18. I demonstrate curiosity before judgement.
19. People are willing to challenge me respectfully when they disagree.
20. I actively invest in relationships rather than assuming they will take care of themselves.

The Bridge Total: _____ / 50

Stage 3: Shared Impact

Influence and Co-Creation

This section explores how outcomes emerge through your leadership.

It focuses on influence, collaboration, ownership, and the creation of shared results.

How I Create Impact

21. I adapt my influence style according to the needs of the situation.
22. I involve others in shaping important decisions whenever possible.
23. People commit to decisions rather than simply comply with them.
24. I can mobilise action without relying solely on formal authority.
25. I encourage ownership rather than dependency.
26. I help teams connect their work to a shared purpose.
27. I create opportunities for others to lead.
28. I balance achieving results with maintaining relationships.
29. Different stakeholders experience me as collaborative rather than controlling.
30. My leadership generates momentum that continues beyond my direct involvement.

Shared Impact Total: _____ / 50

Understanding Your Results

Before interpreting your scores, it is important to remember what this assessment is; and what it is not. This is not a measure of your worth as a leader. It is not a performance rating, a personality profile, or a pass-fail test.

The purpose of the assessment is to increase awareness.

Leadership impact is rarely determined by a single strength or weakness. Instead, it emerges through the interaction of how we show up, the quality of the relationships we create, and the outcomes we generate together.

For that reason, the most valuable insights often come not from your overall score, but from the patterns and imbalances that emerge across the three stages of the CRI Model.

Interpreting Individual Scores

For each section, use the following guide:

41-50: Strongly Intentional

This area appears to be a consistent strength in your leadership. The behaviours, mindsets, and practices associated with this stage are likely well established and regularly visible in how you lead. Others are likely to experience this dimension of your leadership consistently.

The opportunity here is not necessarily to improve, but to ensure this strength is supporting the other dimensions of the model.

Reflection: How can I use this strength to strengthen the other stages of CRI?

31-40: Developing Strength

This area appears reasonably well developed but may not yet be fully consistent. You are likely demonstrating many of the qualities associated with this stage, but they may fluctuate depending on circumstances, pressure, or context.

This is often where leaders discover opportunities to become more intentional and more consistent.

Reflection: What would help me bring greater consistency to this area of my leadership?

21-30: Inconsistent Awareness

This area may be receiving attention at times but is not yet a reliable feature of your leadership practice. You may be operating effectively in certain situations while unintentionally neglecting this dimension in others.

This is often where leadership drift begins to emerge.

Reflection: What situations, habits, or pressures cause me to lose focus in this area?

10-20: Potential Blind Spot

This area may be limiting your overall leadership impact. This does not suggest poor leadership. Rather, it may indicate that an important dimension of leadership is receiving less attention than it needs.

Blind spots are rarely visible to us. Their effects are often experienced by others before they are recognised by ourselves.

Reflection: How might others experience the consequences of this gap?

Looking Beyond Individual Scores

While the individual scores provide useful insights, the CRI Model is fundamentally concerned with alignment. Leadership becomes most effective when the Connected Self, The Bridge, and Shared Impact work together.

For example, a leader may have strong self-awareness but struggle to build trust with others. Another leader may create excellent relationships but struggle to convert those relationships into meaningful action. A third may deliver results consistently while unintentionally weakening the relationships that make those results sustainable.

Each of these leaders may achieve a similar overall score, yet their leadership challenges are very different. This is why balance matters.

The Alignment Question

After calculating your three section scores, identify your highest and lowest scoring dimensions.

Then calculate the difference between them.

Difference of 0-5 Points: Highly Aligned

Your leadership appears well balanced across the three stages of the model. You are likely integrating self-awareness, relationship-building, and impact in a relatively coherent way.

Difference of 6-10 Points: Moderately Aligned

Some imbalance is emerging. One stage may be receiving more attention than another, creating opportunities for greater intentionality and integration.

Difference of 11-15 Points: Noticeable Imbalance

There is a meaningful difference between your strongest and weakest dimensions. This may indicate that one aspect of leadership is being over-relied upon while another is being under-developed.

Difference of 16+ Points: Significant Drift

One stage of the model appears substantially stronger than another.

This may be limiting your overall effectiveness and creating unintended consequences in how your leadership is experienced.

Consider this...

A guitar can have five strings perfectly tuned and one string noticeably out of tune. The instrument will still make music. But something will feel slightly off.

Leadership is much the same.

The goal of the CRI Model is not perfection. The goal is alignment.

When self-awareness, relationship quality, and shared impact are working together, leadership becomes more intentional, more sustainable, and more effective.

The question is not: *"How good a leader am I?"*

The more useful question is: *"Where might I be out of tune, and what would it take to bring myself back into alignment?"*

Interpreting Your Results

The value of this assessment lies less in your overall score and more in the patterns that emerge. The CRI Model suggests that sustainable leadership impact depends on alignment across all three stages.

Connected Self Strong

A strong score here suggests a leader who is self-aware, emotionally intelligent, and grounded in personal values.

The question to consider is: How effectively is this translating into trust and connection with others?

The Bridge Strong

A strong score here suggests a leader who creates trust, psychological safety, and meaningful relationships.

The question to consider is: How effectively are these relationships being translated into shared outcomes and collective action?

Shared Impact Strong

A strong score here suggests a leader who influences effectively and generates results.

The question to consider is: Are those results being achieved in ways that strengthen relationships and build long-term commitment?

Looking for Imbalance

Leadership can become out of tune when one stage becomes significantly stronger than the others.

For example:

Strong Connected Self + Weak Bridge

You may be highly self-aware but struggle to create trust and connection.

Strong Bridge + Weak Shared Impact

People may enjoy working with you, but relationships may not be translating into meaningful progress.

Strong Shared Impact + Weak Bridge

You may achieve results, but relationships may be under strain, limiting long-term effectiveness.

Strong Shared Impact + Weak Connected Self

You may be highly driven and influential but risk operating on autopilot, creating unintended consequences for others.

Consider a leadership relationship that matters to you.

Reflect on the following questions:

- Where am I strongest: in how I show up, in the relationships I create, or in the outcomes I generate?
- Which stage feels least intentional?
- Where might I be operating on autopilot?
- How might others experience me differently from how I intend to be experienced?
- What would becoming more "in tune" look like over the next 30 days?

Leadership begins with awareness.

Awareness creates choice.

Choice creates alignment.

And alignment creates conscious relational impact.