



COLLEEN RUSSELL COACHING

CLARITY | RESULTS | CONFIDENCE

The Executive Clarity Diagnostic

Overview

Many capable leaders feel overwhelmed not because they lack ability, but because they lack clarity.

When role expectations, priorities, and influence are unclear, leaders often work harder instead of stepping back to recalibrate.

The most effective executives operate with clarity about their role, their influence, and where they create the greatest value.

This short diagnostic will help you quickly assess whether you are operating at the right level as a leader.

Executive Clarity Questions

Rate yourself from 1–5.

Role Clarity

1. I am clear about what my CEO or senior leadership expects from me.
2. I spend the majority of my time on work that only I should be doing.
3. My team understands where they have ownership versus where I should step in.

Strategic Focus

4. I consistently operate at the strategic level rather than getting pulled into operational detail.
5. I know the three priorities that will define success in my role this year.

Influence

6. My perspective is sought out in leadership discussions.
7. I feel confident challenging ideas or offering a different perspective.

Leadership Confidence

8. I feel in control of my workload and responsibilities.
9. I know how to step back and realign when things become chaotic.
10. I feel confident in the leadership impact I am creating.

Scoring

40-50

You are operating with strong executive clarity.

30-39

You are effective but may be carrying unnecessary complexity.

Below 30

You may be working harder than necessary because expectations or priorities are unclear.

This is where leaders often feel:

- overwhelmed
- under-leveraged
- uncertain about their next step

Results

High-performing leaders often need to strengthen three areas:

Clarity: Understanding their role, priorities, and influence.

Results: Aligning their time and energy with strategic outcomes.

Confidence: Operating with conviction and executive presence.

When these three elements align, leaders create momentum rather than chaos.

If this assessment surfaced areas you'd like to strengthen, executive coaching can provide the structure and perspective needed to move forward with clarity.

I work with leaders who want to strengthen their impact and navigate their next stage of growth. If you'd like to discuss your results, schedule time with me [here](#).