



Leadership Readiness Self-Assessment

WAVE + ONS Framework

Grounded in American Innovation

OnShoreWave

Purpose

This self-assessment is designed to help leaders reflect on where they are today across the **WAVE + ONS Framework**. It is not a test and there are no right or wrong answers. The goal is awareness, reflection, and conversation.

Use this assessment as a starting point for personal growth, team dialogue, or leadership development.

How to Use This Assessment

- Read each statement carefully
- Rate yourself from **1 to 5**
- Answer honestly based on your current leadership practice, not intent

Rating Scale

- 1 – Strongly disagree
- 2 – Disagree
- 3 – Neutral or inconsistent
- 4 – Agree
- 5 – Strongly agree

WAVE Pillars

Wisdom

1. I articulate a clear long-term vision for the future
2. I anticipate risks and prepare for them before disruption occurs
3. I seek diverse perspectives before making critical decisions

Wisdom Score (max 15): _____

Alignment

4. I build trust consistently across teams and stakeholders
5. My team understands how their work connects to purpose and outcomes
6. I recognize and reinforce collaborative behaviors

Alignment Score (max 15): _____

Values

7. My actions consistently align with my stated values
8. I uphold values even when doing so carries personal or professional cost
9. I model integrity in decision making

Values Score (max 15): _____

Execution

10. I adapt quickly when conditions change
11. I treat setbacks as learning opportunities rather than failures
12. I encourage experimentation and continuous improvement

Execution Score (max 15): _____

ONS Anchors

Ownership

13. I take responsibility for outcomes, both positive and negative
14. I give credit to others and own mistakes openly
15. I create clarity around accountability and ownership

Ownership Score (max 15): _____

Navigation

16. I communicate clearly during periods of uncertainty
17. I remain calm and steady under pressure
18. I guide people through change with confidence and empathy

Navigation Score (max 15): _____

Stewardship

- 19. I care for the people entrusted to me
- 20. I manage resources responsibly and ethically
- 21. I make decisions with future generations in mind

Stewardship Score (max 15): _____

Total Score

Maximum Possible Score: 105

Your Total Score: _____

Scoring Guide

- **90–105** - Strong leadership readiness. You demonstrate consistent strength across the framework. Focus on sustaining excellence and mentoring others.
- **75–89** - Solid foundation. You are effective in many areas and have clear opportunities for growth in one or two elements.
- **60–74** - Developing. Increased focus and intentional leadership practice will strengthen effectiveness across multiple dimensions.
- **Below 60** - Foundational work recommended. Consider coaching, mentoring, or structured leadership development.

Reflection Questions

- Which element is strongest for me today
- Which element needs the most attention
- Where does my leadership feel most consistent
- Where do I feel tension or uncertainty
- What is one action I can take in the next 30 days to strengthen my leadership
- Which element, if strengthened, would most improve my leadership impact today

Next Steps

This assessment is intended to spark reflection and conversation. Leadership growth begins with awareness and is strengthened through deliberate practice over time.

To explore the full WAVE + ONS Framework, visit **OnShoreWave.com** or refer to *Leadership with American Innovation*.

This assessment is intended for developmental use only and does not evaluate performance or capability.