



# 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](https://OnShoreWave.com) or refer to *Leadership with American Innovation*.

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