

Leadership System Pulse Check

How healthy is the system you lead?

Rate each statement from **1 (Not true at all)** to **5 (Very true)**.

Pace & Pressure

We regularly take time to pause, reflect, and prioritise rather than reacting to every demand.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Our meeting rhythms and deadlines support thinking and quality, not just speed.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

People feel they can say “this is too much” without being seen as uncommitted.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Clarity & Connection

Our purpose and priorities are clear — everyone understands what truly matters most right now.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

There’s alignment between what leaders say is important and what the system actually rewards.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Energy & Sustainability

Our people have the capacity and headspace to learn, innovate, and rest.

☐ 1
 ☐ 2
 ☐ 3
 ☐ 4
 ☐ 5

Leaders model sustainable behaviours — setting realistic boundaries and pace.

☐ 1
 ☐ 2
 ☐ 3
 ☐ 4
 ☐ 5

Self-Awareness & Reflection

We notice how our leadership habits (communication, urgency, visibility) shape the system's pace.

☐ 1
 ☐ 2
 ☐ 3
 ☐ 4
 ☐ 5

We regularly step back to look at our system — not just the individuals in it.

☐ 1
 ☐ 2
 ☐ 3
 ☐ 4
 ☐ 5

Scoring & Reflection

- **36–45:** Your system is likely balanced and sustainable — keep reinforcing what works.
- **25–35:** You're performing well, but pace and energy may need periodic resets.
- **15–24:** Warning signs — the system may be rewarding speed over sustainability.
- **Below 15:** Time for a deeper look — the pace and structure may be draining your people's capacity.

Reflect:

Which part of your system feels clunky right now — pace, clarity, energy, or awareness?

What's one shift you could make this month to restore balance?
