

CEO LEADERSHIP DIAGNOSTIC

An honest assessment of where your leadership stands — and where it doesn't.

1

Poor — not in place

3

Inconsistent — partial

5

Strong — embedded

SECTION 1

— PURPOSE

SECTION 1 — PURPOSE

1 Poor — not in place

3 Inconsistent — partial

5 Strong — embedded

QUESTION

SCORE (circle one)

1. Our vision is clear and understood across the entire team

1 2 3 4 5

2. Our purpose is meaningful and communicated consistently

1 2 3 4 5

3. Business goals are clearly aligned to our strategy

1 2 3 4 5

4. Staff understand the 'why' behind the work they do

1 2 3 4 5

5. We regularly revisit and reinforce direction with the team

1 2 3 4 5

SECTION SCORE: ____ / 25

SECTION 2

— PEOPLE

SECTION 2 — PEOPLE

1 Poor — not in place

3 Inconsistent — partial

5 Strong — embedded

QUESTION

SCORE (circle one)

1. There is high trust in leadership at all levels

1 2 3 4 5

2. We have strong relationships built across the team

1 2 3 4 5

3. Communication is open, honest and flows in both directions

1 2 3 4 5

4. Leaders actively invest time developing their people

1 2 3 4 5

5. We have a strong pipeline of developing talent

1 2 3 4 5

SECTION SCORE: ____ / 25

SECTION 3

— PERFORMANCE

SECTION 3 — PERFORMANCE

1 Poor — not in place

3 Inconsistent — partial

5 Strong — embedded

QUESTION

SCORE (circle one)

1. Accountability is clear — everyone knows what they own

1 2 3 4 5

2. We consistently deliver on our key commitments

1 2 3 4 5

3. There is strong execution discipline across the business

1 2 3 4 5

4. We have a regular and meaningful performance review cadence

1 2 3 4 5

5. Underperformance is addressed directly and promptly

1 2 3 4 5

SECTION SCORE: ____ / 25

SECTION 4

— BEHAVIOURS

SECTION 4 — BEHAVIOURS

1 Poor — not in place

3 Inconsistent — partial

5 Strong — embedded

QUESTION

SCORE (circle one)

1. I communicate direction with clarity and regularity

1 2 3 4 5

2. I make important decisions decisively and without undue delay

1 2 3 4 5

3. I hold people accountable even when it is uncomfortable

1 2 3 4 5

4. I demonstrate authenticity and lead by example consistently

1 2 3 4 5

5. I invest meaningful time developing my key leaders

1 2 3 4 5

SECTION SCORE: ____ / 25

DIAGNOSTIC RESULTS

0 – 40

LEADERSHIP RISK

Significant gaps. Immediate action required across multiple areas.

41 – 60

FUNCTIONAL BUT INCONSISTENT

Foundation exists but critical behaviours are unreliable. Targeted work needed.

61 – 80

STRONG LEADERSHIP PLATFORM

Solid foundation. Focus on embedding consistency and developing depth.

81 – 100

HIGH PERFORMANCE LEADERSHIP

Exceptional. Focus on sustaining, spreading the model, and building future leaders.

TOTAL SCORE: ____ / 100 | PURPOSE: ____ / 25 PEOPLE: ____ / 25 PERFORMANCE: ____ / 25 BEHAVIOURS: ____ / 25

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