



Leadership Readiness Reflection

Purpose

Assess whether leadership role, decision authority, and personal capacity align with what the organization actually requires next.

Context

- Role:
- Leadership moment (growth, transition, stabilization, scale):
- What currently feels heaviest:

Role Design

- Where has your role expanded beyond intention?
- Where do you hold responsibility without authority?
- What work are you compensating for structurally?

Decision Load

- What decisions default to you?
- What decisions are delayed due to second-order consequences?
- Where is judgment overused because structure is thin?

Sustainability

- What drains energy vs creates clarity?
- Is your pace sustainable for the next 12 months?
- Where are you making decisions in isolation?



Forward Readiness

- What leadership skills are now required?
- What parts of your identity may need to shift?
- If the organization succeeds, does your role still fit?

Leadership Readiness Insight (one sentence):