



Helping businesses grow by developing better leaders, stronger teams, and thriving cultures.

Leadership & Culture Gap Assessment

Is your business helping you thrive—or slowly burning you out?

This short, powerful assessment helps solopreneurs and SMB leaders spot the cracks in their leadership, culture, and energy—before they widen. You'll walk away with insight into what's working, what's missing, and what's costing you more than you realize.

Instructions:

Select the option that best reflects your current experience.

Section 1: Leadership Clarity & Effectiveness

1. Do you have a clear, written set of values that actively guide your team's behavior and decisions?
 - ☐ Yes
 - ☐ Somewhat / Not consistently
 - ☐ No
2. How often do you find yourself handling the same people problems repeatedly (communication breakdowns, accountability issues, drama)?
 - ☐ Rarely or never
 - ☐ Occasionally
 - ☐ Frequently
3. When conflict arises, do you feel equipped to handle it in a way that strengthens relationships and outcomes?
 - ☐ Yes
 - ☐ Sometimes
 - ☐ Not really
4. How often do you or your team feel *reactive* rather than *strategic*?
 - ☐ Rarely
 - ☐ A couple of times a month
 - ☐ Weekly or more

Section 2: Team Engagement & Culture

5. My team (or collaborators) consistently demonstrate initiative, communication, and accountability.
 - ☐ Yes
 - ☐ Inconsistently
 - ☐ Not often
 6. Does your business have a shared sense of purpose that energizes people beyond just getting the job done?
 - ☐ Absolutely
 - ☐ Somewhat / Only at leadership level
 - ☐ Not really
 7. How would you rate psychological safety on your team (people feel safe to speak up, make mistakes, and be themselves)?
 - ☐ High
 - ☐ Moderate / Unclear
 - ☐ Low or not something we talk about
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Section 3: Personal Sustainability

8. How often do you feel energized, clear, and fulfilled in your leadership role?
 - ☐ Most days
 - ☐ In waves
 - ☐ Burned out or overwhelmed more often than not
 9. Do you have regular practices in place to manage stress and maintain mental fitness?
 - ☐ Yes
 - ☐ Not consistently
 - ☐ No
 10. Do you have someone (coach, advisor, peer) who helps you work *on* the business—not just *in* it?
 - ☐ Yes
 - ☐ I have someone but we don't meet regularly
 - ☐ No
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Your Results: What Your Score Tells You

Count how many times you selected each:

Response Type Count

- ☒ Yes _____
 - ☐ Somewhat _____
 - ☒ No _____
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Now What?

If you answered...

- **Mostly ☒ Yes:** You've got a solid foundation. The next step is scaling leadership capacity, deepening culture, or reclaiming more of your time.
 - **Mostly ☐ Somewhat:** You're doing a lot right—but the gaps are costing you clarity, energy, and engagement. Let's fix what's holding you back.
 - **Mostly ☒ No:** You're leading with too much on your shoulders. The pressure you feel? It's not a personal failing—it's a signal that the system needs to change.
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Let's be real.

The cost of unresolved people problems, culture drift, and burnout isn't just emotional - it's measurable in profit, retention, reputation, and your own well-being.

I help leaders like you:

- Create cultures where people actually want to stay and contribute.
- Build emotionally intelligent teams that lead themselves.
- Reclaim energy, clarity, and confidence—without faking it.

Ready to find your footing again and lead with less friction?

Let's talk. One conversation could change everything.

Schedule a call: <https://calendly.com/coachrainymartin/60min>