

The Three Circles of Leadership

Your Leadership Profile INSTRUCTIONS

INSTRUCTIONS – PAGE 1

The Three Circles of Leadership
Your Leadership Profile Quiz

INSTRUCTIONS: (1) Circle the items below as they best relate to your leadership and (2) calculate the 'Factor Score' for each section.

	Low Confidence	Moderate Confidence	High Confidence	Very High Confidence	Factor Score (Total)
Strategic Leadership					
#1 Purpose Driven Vision – I am able to co-create a strategic vision by using our purpose statement as a basis to map out (Y-Chart) our current and future state.		2	3	4	
#2 Line of Sight – I am able to communicate our goals and objectives using the SMART Framework and create visual activity trackers (e.g., kan ban walls) to map our progress.	1	2	3	4	
#3 Holding the Initiative – I am able to set clear delegations for decisions and ensure I have sufficient team meetings and 1:1 check-ins to optimise performance.	1	2	3	4	
#4 Leading Change – I am able to implement change effectively by aligning new initiatives with previously established behaviours and familiar routines.	1	2	3	4	8
Supportive Leadership					
#5 Platinum Rule – I am able to communicate effectively with others based on their personality preferences (rather than my own).	1	2	3	4	
#6 Right Sizing – I am able to differentiate my leadership style between managing, mentoring and coaching based on the needs of the person I am working with.	1	2	3	4	
#7 Meeting Magic – I am able to implement meeting agendas and use Chair, Moderator and Live Notetaker roles to maximise both engagement and efficiency.	1	2	3	4	
#8 Difficult Conversations – I am aware of my default status, and I'm able to adjust my body language to lower the risk of conflict during difficult conversations.	1	2	3	4	13
Self Leadership					
#9 Burnout & Unbelonging – I am able to set healthy boundaries with everyone I work with and I can recognise when I am engaging in emotional suppression.	1	2	3	4	
#10 Doublethink – I am able to recognise the difference between 'right attitude' and 'right behaviour' in my staff so I don't get caught up in toxic positivity.	1	2	3	4	
#11 The Go First Rule – I am able to follow the 'go first rule' to build effective working relationships using my own vulnerability narratives across personal, work and wellbeing challenges.	1	2	3	4	
#12 Life Strategy – I am intentional about the dreams, goals and plans I have for my life, and I have completed a Life Strategy map which I review and update regularly.	1	2	3	4	10

Let's do a Quick Quiz...

1. Circle each item as they best relate to your leadership
2. Calculate your Factor score by adding up the total of each of the 4 questions for Strategic, Supportive and Self Leadership

INSTRUCTIONS – PAGE 2

The Three Circles of Leadership
Your Leadership Profile Report

P1. SCORING INSTRUCTIONS: Copy the 'Factor Score' for each Factor from the previous page in the table below to identify highest and lowest factors...

Leadership Domain	Factor Score
Strategic Leadership: Enabling others clarity – helping people stay focused on big picture goals and objectives, tracking progress and managing challenges to optimise outcomes.	8
Supportive Leadership: Enabling others capacity – building relationships, communicating effectively, running effective meetings and being able to give feedback and have difficult conversations.	13
Self Leadership: Enabling your own personal energy – prioritising your own wellbeing and personal growth amidst the challenges of your career.	10

P2. SCORING INSTRUCTIONS: Copy the 'Item Score' for each quiz question into the table below to identify key leadership development topics x chapter.

Question	Item Score	Question	Item Score	Question	Item Score
Question #1.  #1. Purpose Driven Vision "Motivation pulls."	2	Question #5.  #5. The Platinum Rule "Always builds connection."	4	Question #9.  #9. Unbelonging & Burnout "Inspiration & indifference can both serve you well."	2
Question #2.  #2. Line of Sight "When you can see it, you can believe it."	1	Question #6.  #6. Right-Sizing Leadership "Right Tool, Right Time!"	3	Question #10.  #10. Doublethink "Inspiration & indifference can both serve you well."	2
Question #3.  #3. Holding the Initiative "The leader sets the agenda & maintains momentum."	3	Question #7.  #7. Meeting Magic "Effective = Both Efficient AND Engaging."	4	Question #11.  #11. The Go First Rule "In strategy, go last. In relationships, go first."	3
Question #4.  #4. Leading Change "Excitement risks anxiety. Aim for the comfort zone."	2	Question #8.  #8. Difficult Conversations "People feel what they see – so mind the vibe."	2	Question #12.  #12. Life Strategy "Live by design, not by chance!"	3

Your Leadership Profile Report

1. Copy your Factor Score from the previous page to identify your highest and lowest factors
2. Copy the Item Score for each question into the boxes to identify specific leadership development topics x chapter (items with low scores)

Happy
Reading!



The Three Circles of Leadership

Your Leadership Profile QUIZ

INSTRUCTIONS: (1) Circle the items below as they best relate to your leadership and (2) calculate the 'Factor Score' for each section.

		Low Confidence	Moderate Confidence	High Confidence	Very High Confidence	Factor Score (Total)
Strategic Leadership	#1 Purpose Driven Vision – I am able to co-create a strategic vision by using our purpose statement as a basis to map out (Y-Chart) our current and future state.	1	2	3	4	
	#2 Line of Sight – I am able to communicate our goals and objectives using the SMART Framework and create visual activity trackers (e.g., kan ban walls) to map our progress.	1	2	3	4	
	#3 Holding the Initiative – I am able to set clear delegations for decisions and ensure I have sufficient team meetings and 1:1 check-ins to optimise performance.	1	2	3	4	
	#4 Leading Change – I am able to implement change effectively by aligning new initiatives with previously established behaviours and familiar routines.	1	2	3	4	
Supportive Leadership	#5 Platinum Rule – I am able to communicate effectively with others based on their personality preferences (rather than my own).	1	2	3	4	
	#6 Right Sizing – I am able to differentiate my leadership style between managing, mentoring and coaching based on the needs of the person I am working with.	1	2	3	4	
	#7 Meeting Magic – I am able to implement meeting agendas and use Chair, Moderator and Live Notetaker roles to maximise both engagement and efficiency.	1	2	3	4	
	#8 Difficult Conversations – I am aware of my default status, and I'm able to adjust my body language to lower the risk of conflict during difficult conversations.	1	2	3	4	
Self Leadership	#9 Burnout & Unbelonging – I am able to set healthy boundaries with everyone I work with and I can recognise when I am engaging in emotional suppression.	1	2	3	4	
	#10 Doublethink – I am able to recognise the difference between 'right attitude' and 'right behaviour' in my staff so I don't get caught up in toxic positivity.	1	2	3	4	
	#11 The Go First Rule – I am able to follow the 'go first rule' to build effective working relationships using my own vulnerability narratives across personal, work and wellbeing challenges.	1	2	3	4	
	#12 Life Strategy – I am intentional about the dreams, goals and plans I have for my life, and I have completed a Life Strategy map which I review and update regularly.	1	2	3	4	



The Three Circles of Leadership

Your Leadership Profile REPORT

P1. SCORING INSTRUCTIONS: Copy the 'Factor Score' for each Factor from the previous page in the table below to identify highest and lowest factors...



Leadership Domain

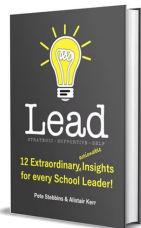
Factor Score

Strategic Leadership: Enabling others clarity – helping people stay focused on big picture goals and objectives, tracking progress and managing challenges to optimise outcomes.

Supportive Leadership: Enabling others capacity – building relationships, communicating effectively, running effective meetings and being able to give feedback and have difficult conversations.

Self Leadership: Enabling your own personal energy – prioritising your own wellbeing and personal growth amidst the challenges of your career.

P2. SCORING INSTRUCTIONS: Copy the 'Item Score' for each quiz question into the table below to identify key leadership development topics x chapter (items with lower scores).



Insight
#1 *



#1. Purpose Driven Vision
"Obligation pushes, but Motivation pulls."

Insight
#5 *



#5. The Platinum Rule
"Matching communication ALWAYS builds connection."

Insight
#9 ^



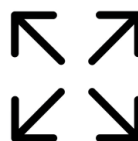
#9. Unbelonging & Burnout
"Trying to please all, pleases none and makes you sick."

Insight
#2 *



#2. Line of Sight
"When you can see it, you can believe it."

Insight
#6 ^



#6. Right-Sizing Leadership
"Show, Share or Ask? Right Tool, Right Time!"

Insight
#10 *



#10. Doublethink
"Inspiration & Indifference can both serve you well."

Insight
#3 ^



#3. Holding the Initiative
"The leader sets the agenda & maintains momentum."

Insight
#7 *



#7. Meeting Magic
"Effective = Both Efficient AND Engaging."

Insight
#11 *



#11. The Go First Rule
"In strategy, go last. In relationships, go first."

Insight
#4 ^



#4. Leading Change
"Excitement risks anxiety. Aim for the comfort zone."

Insight
#8 ^



#8. Difficult Conversations
"People feel what they see – so mind the vibe."

Insight
#12 ^



#12. Life Strategy
"Live by design, not by chance!"