

# LEADERSHIP PATHWAY DIAGNOSTIC QUIZ



## HELLO!

### WELCOME TO YOUR PATHWAY TO MORE BRILLIANT & WHOLE LEADERSHIP

Leadership is complex, especially viewed from the inside out.

I created this simple diagnostic tool to help you determine what kind of leadership (or life) coaching pathway is right for you.

This is *not* a psychometric or personality assessment, but it *will* give you a structured opportunity to reflect on where you are as a leader - and what's next.

Answer honestly and intuitively - and let me know what you discover!



### WHICH LEADERSHIP PATHWAY ARE YOU ON?

At some point in every leadership journey, there comes a moment when what used to work... just stops working. You're still delivering, still pushing — but it's costing more. The pace, the complexity, the expectations — they all keep rising. And somewhere in the noise, a quiet truth begins to form: You've outgrown your current way of leading.

This questionnaire is designed to help you locate yourself on your current growth journey. It's not a test — it's a mirror. A chance to pause, reflect, and ask:

**“What's my next threshold of development?  
And what kind of support will help me cross it?”**

Leadership growth doesn't follow a straight line. It unfolds through pathways — distinct seasons of transformation. Each requires a different mindset, skillset, and inner shift. Use this tool to reflect honestly on what's most true for you right now. Then, discover which coaching pathway best fits your current stage — and what kind of work it's inviting you to do.

### TIPS TO GET THE MOST FROM THIS EXERCISE

- Answer honestly and intuitively
- Take the quiz in one sitting
- Don't over think - use your gut
- Take the quiz in a neutral mood
- Tick more than one option if you like
- Embrace paradox and contradiction
- Involve others if you want
- Let me know what you find!



# QUIZ QUESTIONS



TICK THE COLUMN THAT BEST REPRESENTS YOUR CURRENT EXPERIENCE.  
THE COLUMN WITH THE MOST TICKS SUGGESTS YOUR IDEAL GROWTH PATHWAY.

PATHWAY:	RESET PATHWAY	ACCELERATOR PATHWAY	MASTERY PATHWAY	LAUNCHPAD PATHWAY	LIFE COACHING PATHWAY
My biggest challenge right now is...	Managing pressure, fatigue, and politics	Feeling out of depth in a bigger role	Staying grounded amidst complexity	Shifting from expert to strategic leader	Feeling successful but unfulfilled
When I’m under stress, I tend to...	Tighten control/ retreat/ please	Second-guess myself	Overextend to hold everything together	Try to prove my worth	Wonder if I’m even on the right path
The people around me would say...	I can be intense or reactive	I’m capable but stretched thin	I’m calm but hard to read	I’m ambitious but inexperienced	I seem restless, disconnected or lost
The question that keeps me up at night is...	Can I sustain this pace?	Can I really lead at this level?	How do I hold all these tensions with grace?	How do I stop doing and start leading?	Is this really the life I want?
My leadership focus needs to be...	Restoring clarity and calm	Building confidence and authority	Deepening purpose and presence	Expanding capability and strategic influence	Rediscovering meaning and fulfilment
I often notice that...	My team walks on eggshells	I hesitate to make big decisions	I struggle to find time for reflection	I’m juggling too much operationally	My motivation feels low
What I most need from coaching is...	A reset — to steady and resource myself	Tools and the right mindset to step up fast	Inner stillness to lead through chaos	Foundations to succeed in senior leadership	A reawakening of purpose and energy
My energy levels at work feel...	Drained or tense	Variable — high highs and low lows	Sustained but stretched thin	Overextended by competing priorities	Flat, despite external success
My relationship with my team feels...	Strained — they’re cautious & inauthentic around me	Respectful, but not yet trusting	Supportive, but sometimes distant	Friendly, but I can’t fully delegate	Cordial, but lacking real connection
When things go wrong, my instinct is to...	Take control, try to win or blame myself	Worry about others’ perceptions	Reflect deeply before acting	Work longer hours to fix it	Question if I’m still in the right role
My sense of purpose at work feels...	Eclipsed by performance pressure	Still forming — not yet grounded	Expansive, but seeking deeper meaning	Emerging as I grow in influence	Lost — I crave reconnection and clarity
The feedback I receive most often is...	“You need to slow down / trust more”	“You’re capable, but unsure”	“You’re wise, but sometimes distant”	“You need to zoom out and lead strategically”	“You seem disengaged”
My relationship with uncertainty is...	Threatening — I crave control & safety	Unsettling — I overprepare	Challenging, but full of possibility	Exciting, yet oftentimes overwhelming	Confusing — if I could just find direction
If I’m honest, I’d describe my current chapter as...	Survival	Transition	Integration	Expansion	Awakening



# UNDERSTANDING YOUR PATHWAY

WHAT DOES MY SCORE MEAN?

The pathway with the most ticks was...

You might be here if...

Your growth invitation...

Leadership Reset

You’ve been running hot — stretched thin, reactive, or feeling your edge of performance turning into tension.

To restore clarity, calm, and credibility. Reconnect with the grounded authority that allows others to trust and follow you.

Step-Up Accelerator

You’ve taken on a new role or expanded remit and feel out of depth — aware that your old ways of working won’t scale.

To claim your seat with confidence. Embody authentic authority and lead at the next level without anxiety or overdrive.

Leadership Mastery

You’ve mastered performance, but feel ready for a deeper, more conscious way to lead.

To evolve from performance to service — cultivating wisdom, presence, and purpose.

Leadership Launchpad

You’re transitioning from operator to senior leader and finding your footing.

To build gravitas, strategic perspective, and the art of leading through others.

Life Reimagined

You’ve achieved success but lost your spark or sense of direction.

To rediscover meaning, wholeness, and vitality in life and work.

## GET IN TOUCH

So what did you discover?

What’s emerging?

How are you invited to grow?

When the next chapter of your leadership isn’t written yet, retrenching into old playbooks won’t cut it. The wisest leaders seek deep 1:1 support.

Reach out for a free chemistry session today.



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