

The Leadership Echo Self-Audit Checklist

Powered by The Centered CEO

Inner Clarity for Strategic Impact

As a former CEO and Board Advisor, I leverage three decades of experience to guide leaders using the proprietary Clarity-to-Impact Model. This checklist is the first step to diagnosing the unconscious signals that undermine your culture.

Instructions: Rate your organization and yourself on the statements below using a scale of 1 (Strongly Disagree / Never) to 5 (Strongly Agree / Always).

1. Diagnosing the Decisional Echo - This section tests if your allocation of resources (time, money, talent) truly matches your spoken strategic priorities.

Statement	Rating (1-5)
I spent less than 10% of my time last week managing issues tied to legacy projects or business-as-usual operations.	
Our budget allocation for our top strategic priority is visibly disproportionate to all other projects (i.e., it clearly gets the lion's share of resources).	
I can clearly and quickly name the 3 people on my team who are driving the future of the organization.	
The last time a major budget cut was required, the reductions aligned perfectly with out low-priority strategy areas.	

2. Diagnosing the Emotional Echo - This section tests the consistency of your emotional response to pressure, which sets the cultural tolerance for stress and failure.

Statement	Rating (1-5)
When receiving harsh market news, my first action is to pause and define the problem, not respond immediately.	
I believe my executive team trusts me enough to deliver bad news without fear of personal reprisal or public frustration.	
I consistently dedicate a non-negotiable block of time (at least 30 minutes) to reflection, not just meeting preparation.	
My team's behaviour in crisis is characterised by calm problem-solving, not reactive blame.	

3. Diagnosing the Relational Echo - This section tests your commitment to cultural integrity and high-stakes accountability within the leadership structure.

Statement	Rating (1-5)
The last two leaders promoted in my organisation were exemplary cultural carriers, even if their recent P&L results were only above average.	
I have an immediate, actionable plan to address the performance of any leader who undermines collaboration or strategic alignment.	
When a tough decision is made, the leadership team's public communication about the decision is unified and consistent across all departments.	
We never allow a leader's results to excuse poor behaviour or lack of cultural buy-in.	

What Your Score Means:

If your average score is below 4, your **Leadership Echo** is likely sending mixed signals that are actively sabotaging your strategic goals.

Ready to transform friction into focused command?

Initiate a Confidential Strategic Discussion to discuss how the **Clarity-to-Impact Model** can align your leadership and drive **Sustainable Impact**.