

Leadership Fluency Scorecard

Self-assessment – 5-point Likert scale

Instructions: For each statement, mark how consistently you act that way today.

1 = Rarely 2 = Occasionally 3 = Sometimes 4 = Often 5 = Always

#	Statement	1	2	3	4	5
EMPATHY		1 = Rarely 2 = Occasionally 3 = Sometimes 4 = Often 5 = Always				
1	I actively listen and reflect teammates' viewpoints before sharing my own.					
2	I adjust my communication style to the emotional needs of different people.					
3	I offer genuine support when colleagues face personal or professional challenges.					
DECISIVENESS		1 = Rarely 2 = Occasionally 3 = Sometimes 4 = Often 5 = Always				
4	When information is incomplete, I still commit to a clear course of action on time.					
5	I state decisions (and the rationale) unambiguously and stick to them.					
6	I deliver tough feedback directly and respectfully, even when it feels uncomfortable.					

REGINA FASOLD

DETAIL ORIENTATION		1 = Rarely	2 = Occasionally	3 = Sometimes	4 = Often	5 = Always
7	I track key project details and spot small issues before they escalate.					
8	I set measurable checkpoints and hold the team (and myself) accountable.					
9	I proactively clarify owners, roles, and deadlines to prevent confusion.					
BIG VISION		1 = Rarely	2 = Occasionally	3 = Sometimes	4 = Often	5 = Always
10	I paint a compelling long-term picture that energises the team.					
11	I regularly connect daily tasks to broader strategic goals.					
12	I set aside time each month to scan external trends and refine our strategic direction.					

Scoring & Interpretation

Add your scores for each quadrant: Empathy = 1–3 Decisiveness = 4–6 Detail Orientation = 7–9
Big Vision = 10–12 (Each ranges 3–15).

REGINA FASOLD

Quadrant benchmarks:

12–15 Fluent – hallmark strength

8–11 Developing – refine with targeted practice

3–7 Growth Needed – focus coaching here to unlock impact

Overall Leadership-Fluency Score = total of all 12 items (max = 60).

48–60 Well-rounded fluent leader

36–47 Solid foundation; polish weaker quadrant(s)

24–35 Noticeable gaps holding back momentum

12–23 Urgent need to build balance and confidence

Next step:

Circle the lowest-scoring quadrant, then choose one micro-habit (for example, 'Replace "I think" with "I recommend"') to practise for the next week. Small, consistent moves compound into full fluency.

Want personalized feedback?

Book a complimentary 20-minute Fluency Focus Call:

<https://reginafasold.coachesconsole.com/calendar/default>

We will review your scorecard, pinpoint a quick win, and map a tailored development path—no obligation!

To your success!

Coach Regina