

## Future-Fit Leadership Assessment

This short assessment explores eight areas that shape future-fit leadership. It offers a quick sense-check of where you are in your leadership journey and where development could strengthen mindset, capacity and impact.

### How to complete it:

Rate each statement from 1–5:

1 = Strongly disagree

2 = Disagree

3 = Neutral

4 = Agree

5 = Strongly agree

### 1. Mindset & Identity 🧠 ✨

- I adapt quickly when situations change, even without full information
- I see myself as a leader who is continually developing
- I'm able to let go of control and encourage experimentation
- I approach challenges with an open mind and a willingness to rethink
- I shift between tactical and strategic thinking with confidence.

### 2. Cognitive Flexibility & Clarity 🔍 ✨

- I make sense of complex information effectively
- I stay steady and resourceful in ambiguity
- I notice patterns or insights others may overlook
- I think through the wider impact and longer-term implications of decisions
- I balance intuition, data and collective input when making decisions.

### 3. Human Leadership Superpowers 🤝 ❤️

- I show empathy in how I lead and communicate
- I build trust and psychological safety
- Curiosity and imagination shape how I explore ideas
- I listen with genuine attention
- I help others think clearly and contribute their best ideas.

### 4. Adaptive Learning & Curiosity 📚 🌱

- I experiment with new approaches and learn from experience
- I treat setbacks as useful learning information
- I stay curious, even under pressure
- I learn from people and teams with different perspectives
- I have a development routine that stretches my thinking and capacity.

## 5. Collaboration & Collective Leadership 🧑‍🤝‍🧑 🔗

- I share responsibility and encourage others to lead
- I involve diverse voices when shaping decisions
- I work well across teams, functions and boundaries
- I use coaching skills to support and develop others
- I contribute positively to culture and alignment across the organisation.

## 6. Digital Confidence & AI Awareness 💡 🤖

- I use digital tools effectively in my work
- I understand how AI can support better leadership and decision-making
- I'm open to exploring new technological approaches
- I automate low-value tasks where appropriate
- I stay informed about emerging digital and AI developments.

## 7. Energy & Capacity ⚡ 🧑‍💻

- I manage my energy and boundaries well
- I stay composed when others feel stressed
- I recover well after challenges
- I take steps to reduce the risk of burnout
- I model sustainable, consistent performance.

## 8. Purpose, Presence & Long-Term Thinking 🌟 ⌚

- I consider long-term consequences and impact
- I stay present and focused, even during change
- I have a clear sense of purpose in my leadership
- My actions align with my values
- I help others connect to meaning and direction in their work.

## Scoring

Total Score Range: 40–200

- 180–200: Future-Fit Visionary
- 150–179: Strengthening Future-Fit Capability
- 120–149: Developing Leader in Transition
- 80–119: Early-Stage Leadership Foundations
- 40–79: Leadership At Risk.

## ★ Summary

A higher score suggests strong readiness for the demands of future-fit leadership, with clear strengths in mindset, capacity and human connection. Lower scores highlight areas where further development could help build confidence, clarity and impact. This assessment is designed as a starting point for reflection and conversation, rather than a definitive measure.