



2025

# LEADERSHIP LACES

SELF-ASSESSMENT TOOL





# “Is Your Leadership Laced Up?”

Great leaders don't just talk about authenticity - they lace it into everything they do. Take this quick self-assessment to see where your leadership stands.

Authentic leadership is built on tying together trust, accountability, and human connection.



**Leadership Laces helps leaders walk the talk.**



# How To Use This Assessment

This self-assessment consists of 10 short statements about leadership behaviors. For each statement, rate yourself on a scale from 1 to 5:

**1 = Strongly Disagree**

**2 = Disagree**

**3 = Neutral**

**4 = Agree**

**5 = Strongly Agree**

Be honest with yourself - the more authentic your answers, the more valuable your results will be.



# Leadership Laces Questions

Score 1-5 on each line provided below

1. I consistently model the values I ask my team to live by. \_\_\_\_\_
2. My team feels they can approach me openly with concerns or ideas. \_\_\_\_\_
3. I hold myself accountable at the same level I hold my team. \_\_\_\_\_
4. I make a conscious effort to connect with my team members beyond their job titles. \_\_\_\_\_
5. I give feedback that is both candid and supportive. \_\_\_\_\_
6. I actively listen before offering solutions. \_\_\_\_\_
7. I recognize and celebrate small wins as much as big achievements. \_\_\_\_\_
8. I am transparent about challenges, even when the answers aren't clear. \_\_\_\_\_
9. I prioritize developing people, not just hitting performance targets. \_\_\_\_\_
10. I leave my team more inspired and prepared at the end of the day. \_\_\_\_\_



# Your Scoring Worksheet

Write your score for each question below, then total them at the bottom.

Question	Score (1-5)
Question 1	
Question 2	
Question 3	
Question 4	
Question 5	
Question 6	
Question 7	
Question 8	
Question 9	
Question 10	



# Scoring & Results

After answering all 10 questions, add up your scores to get a total between 10 and 50.

**40-50**

**DOUBLE-KNOTTED  
LEADER**

You are fully laced in authenticity, trust, and impact. Keep modeling the way.

**30-39**

**SECURELY  
LACED**

Solid footing, with a few areas to tighten. Consider where you can deepen authenticity.

**20-29**

**LOOSELY  
LACED**

Your leadership may slip if not tightened. Focus on building stronger connections and accountability.

**BELOW 20**

**UNTIED  
SHOES**

It's time to re-lace your approach. Authenticity starts with small, intentional steps.



# Ready to Lace Up?

Leadership Laces, a business unit of FHI, equips leaders with tools and training to walk authentically and lead effectively. If your results show room to tighten up, we'd love to walk alongside you.



**Schedule a Discovery Call**

