

Leadership Visibility Quick Assessment

Introduction

This quick assessment tool is designed to provide insights into your current level of leadership visibility within your organization. It focuses on key areas that contribute to a leader's influence, impact, and perceived readiness for advancement. By honestly evaluating yourself against the statements provided, you will gain a clearer understanding of your strengths and areas for development.

Scoring Guide:

- **1:** Significant gap - This is a major development area
- **2:** Developing - Basic awareness but inconsistent application
- **3:** Competent - Regularly demonstrate this but with room to grow
- **4:** Strong - Consistently effective in this area
- **5:** Exceptional - A distinctive strength others recognize in you

Strategic Visibility

- People at all levels of the organization are aware of my contributions and the value I bring.
Score: _____
- I have established meaningful professional relationships with key decision-makers in my organization.
Score: _____
- I can clearly articulate my unique value proposition and professional brand in under 30 seconds.
Score: _____
- I systematically track and can readily communicate the impact and outcomes of my work.
Score: _____
- When I speak in meetings, people listen and engage with my ideas rather than talking over me or moving on quickly.
Score: _____

Visibility Subtotal: ____/25

Earned Respect

- Others seek out my input on matters within my domain of expertise.
Score: ____
- I consistently follow through on commitments and manage expectations effectively.
Score: ____
- I demonstrate understanding of how my work connects to broader business objectives and financial outcomes.
Score: ____
- I'm entrusted with increasingly complex problems that have significant organizational impact.
Score: ____
- I help others succeed and am known for developing talent around me.
Score: ____

Respect Subtotal: ____/25

Executive Presence

- I project appropriate confidence without appearing arrogant or self-deprecating.
Score: ____
- My communication is clear, concise, and tailored to my audience's needs and level.
Score: ____
- I maintain composure and effectiveness during high-pressure situations or crises.
Score: ____
- I consistently demonstrate big-picture thinking rather than just tactical execution.
Score: ____
- I speak the language of executives—focusing on outcomes, risks, and strategic implications.
Score: ____

Presence Subtotal: ____/25

Promotion Readiness

- I already solve problems at the level above my current position.
Score: ____
- I have sponsors (not just mentors) who advocate for me when I'm not in the room.
Score: ____
- My work has demonstrable impact on organizational priorities and strategic objectives.
Score: ____
- I have a compelling story about my professional trajectory and readiness for advancement.
Score: ____
- I understand the unwritten rules and power dynamics that influence advancement.
Score: ____

Promotion Subtotal: ____/25

Scoring Guide & Quick Interpretation

Add all four subtotals for your overall Leadership Visibility score:

GRAND TOTAL: ____/100

Dimensional Insights

Review each section subtotal to identify your areas of strength and opportunity:

- **20-25 points:** Strong foundation - Continue to leverage and refine
- **15-19 points:** Developing well - Targeted enhancement needed
- **10-14 points:** Opportunity area - Focused development required
- **Below 10 points:** Critical gap - Immediate attention needed

Overall Score Interpretation

- **80-100:** Leadership Established - You demonstrate strong leadership visibility across multiple dimensions.
- **60-79:** Emerging Leader - Your foundational leadership skills are developing well but have specific growth areas.
- **40-59:** Professionally Capable - You're recognized for your work but may be in the "invisible" zone for leadership advancement.
- **Below 40:** Starting Point - You have significant opportunities to increase your visibility and impact.

What's Next

This quick assessment highlights your starting point on the journey from invisible to executive. To gain deeper insights:

1. Identify the dimension where you scored lowest. This represents your most immediate development opportunity.
2. For a **comprehensive assessment** that includes:
 - 30 additional detailed criteria across 5 leadership dimensions
 - Specific action planning tools
 - Targeted development resources
 - Gap analysis with advanced interpretation
3. Consider scheduling a strategy session with an Authentic Leader Advisor to create your customized visibility and promotion acceleration plan.

For further support and development, please contact Authentic Leader at www.authenticleader.ca or info@authenticleader.ca