

ORGANIZATIONAL LEQ™ CHECKUP RESULTS

Acme Manufacturing

Prepared for Riley Sample · August 25, 2026

Welcome to your LEQ Checkup Results! Taking this checkup shows a genuine commitment to growing effective leaders across your organization. Effective leadership isn't an innate personality trait—it's a series of simple, daily habits practiced inside real relationships, and an organization can make those habits the standard for every leader.

Your organization's score below measures how firmly those high-impact habits are expected of your leaders, and how well your leaders are equipped and supported to practice them day to day. Reaching 100 is an achievable goal, so treat this score as an empowering starting point for growth—not a grade or a final verdict.

Your Results Snapshot

Your organization's current LEQ score



● Room to grow



12 of your 20 answers are already where they need to be.

Scores across the six foundational pillars



Estimated execution strength in each relationship domain





The Architecture Behind Your Score

Effective leadership isn't about grand gestures; it's built from simple, repeatable habits in a leader's daily and weekly routine. Your organization shapes its leaders' habits, and over time, every team experiences the result. Here is how the three parts of the system fit together:

WHAT YOU EXPECT

14 Critical Activities

The leadership habits you expect every leader to practice day to day—like managing their calendar, running intentional meetings, and holding regular one-on-ones. These are the lead actions within each leader's control.



WHERE LEADERS DO IT

4 Relationship Domains

The relational spaces where leadership actually takes place. Every leader's habits start with self-leadership, then extend outward to their own leader, their collective team, and their direct reports.



WHAT IT BUILDS

6 Foundational Pillars

Highly effective teams are built on these pillars: Clarity, Consistency, Communication, Competence, Commitment, and Cohesion. When your leaders master the critical activities, these outcomes naturally follow.

Your score shows how firmly your organization expects, equips, and supports these habits. The higher it is, the more likely effective leadership becomes. 100 is the goal, and it's possible, so treat your score as a starting point, not a verdict.

How a Habit Takes Hold

1 Introduce it.

Set one open activity as an expectation, and train leaders in it. Having the habit in place matters far more than doing it smoothly on day one. Progress beats perfection.

2 Practice it.

Expect a little awkwardness at first—that's completely normal. Keep supporting leaders and following up until the routine settles in.

3 Make it second nature.

Once a habit is simply how your leaders work, make the next activity the new expectation.

Designed to Work in Order

To keep leadership development simple and manageable, this system is designed to be built step-by-step rather than rolled out all at once.

Step-by-step, not all at once: Rather than asking leaders to overhaul everything simultaneously, the 14 activities follow a clear progression. Earlier habits—like mastering time and the calendar—create the time and mental capacity leaders need to successfully execute later habits.

Habits support each other: Each habit builds a foundation for the next. For example, blocking time on the calendar ensures leaders hold regular one-on-ones, and regular one-on-ones turn difficult conversations into routine check-ins.

Where to start today: Scroll down to the [Recommended Next Steps](#) section. Look for the earliest relationship domain with an open activity: a habit your organization doesn't yet firmly expect and support. That single activity is your immediate starting point. Make it the standard for every leader before moving down the line.



Your Effective Leadership Pillars Scores

Teams come in all shapes and sizes, but highly effective teams are built upon Six Foundational Pillars - Consistency, Clarity, Competence, Communication, Commitment, and Cohesion.

Leadership training focused on introducing and developing mastery of the 14 Critical Activities strengthens these pillars.



Consistency Score

68%

Leaders in organizations with a high consistency score show reliability in routines, rhythms, actions and behaviors.

Create consistency by establishing predictable structures—standardized task management, recurring one-on-ones, and a commitment to follow-through. When leaders uphold steady routines and structured processes, employees gain a clear understanding of expectations and stability in their work.



Clarity Score

73%

Leaders in organizations with a high clarity score set clear expectations, goals, and direction.

Clarity is built by ensuring people know exactly what's expected of them (and those around them)—roles, goals, and the objectives should be crystal clear. Hold consistent, productive meetings, keep job descriptions up-to-date, and always ensure everyone is aligned on what "winning" looks like at every level.

STRONGEST



Competence Score

90%

Leaders in organizations with a high competence score demonstrate a mastery of both technical and people skills.

Boost competence by cultivating a learning-driven culture where leaders continuously seek growth, share insights, and encourage feedback. Providing professional development opportunities and fostering open conversations about improvement ensures that leaders and teams are always evolving.



Communication Score

70%

Leaders in organizations with a high communication score practice transparent and open dialogue.

Strengthen communication by equipping leaders to prepare effectively for meetings, conduct meaningful one-on-ones, and facilitate open dialogue at every level. Organizations that encourage a culture of transparency, progress-focused discussions, and regular feedback keep everyone aligned.

MOST OPPORTUNITY



Cohesion Score

67%

Leaders in organizations with a high cohesion score foster trust, camaraderie, and teamwork.

Foster cohesion through regular, intentional communication across teams and leadership levels. Prioritize both team-wide discussions and individual check-ins to ensure employees feel connected, heard, and aligned with shared goals. Strong connection leads to stronger commitment—make it a leadership priority.



Commitment Score

69%

Leaders in organizations with a high commitment score cultivate accountability and dedication to team and vision.

Cultivate commitment through consistent follow-through on improvement plans, goal setting, and leadership development. Implementing regular check-ins on progress, challenges, and growth initiatives fosters a culture of accountability and long-term success.



Recommended Next Steps by Relationship Domain



RELATIONSHIP 1 OF 4

Leaders + Themselves



EXECUTION STRENGTH

Why this domain matters

Effective leadership at the organizational level directly correlates with the actions, habits, and approach of each leader contributing to the collective. How do the leaders in your organization manage their time, expectations, and development? An organization cannot expect to cultivate strong leadership until its leaders consistently model and execute positive working habits.

ALREADY HIGHLY EFFECTIVE

Great news! Based on your responses, leaders in your organization are actively engaging in highly effective critical activities in this Domain!

Give yourself a pat on the back! Leaders in your organization seem to have great practices in place to keep them and their teams in the highly effective zone!

How Your Organization Is Already Effective In This Domain

- Your organization is setting leaders up for success by emphasizing structured calendar management—well done! By clearly expecting leaders to plan, prioritize, and track meetings using digital calendars—and reinforcing these habits through training—you're ensuring leaders stay focused and intentional with their time. This foundation likely contributes to greater efficiency and alignment across teams.
- Your commitment to task and project management is paying off—fantastic! By setting clear expectations for leaders to use digital tracking tools—and backing that up with accountability and support—you're strengthening execution at every level. This kind of structured approach helps teams stay aligned, meet deadlines, and build confidence in leadership.

Helpful Resources for Keeping Your Leaders Highly Effective



Start of Day Routine Quick Reference

Start your day with focus.



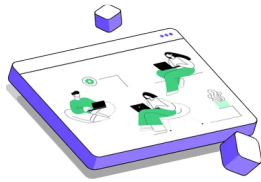
Preparing for Difficult Conversations Worksheet

Master tough conversations with confidence.



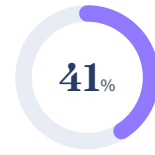
Getting Things Done David Allen

This book completely changed how we organize our lives.



RELATIONSHIP 2 OF 4

Leaders + Their Leaders



EXECUTION STRENGTH

Why this domain matters

The relationship dynamic between leaders and their own leadership has an intense trickle-down effect, impacting the entire organization. Highly effective organizations foster a culture where leaders proactively seek accountability, health, and clarity in their relationships with those they report to.

RECOMMENDED NEXT STEP

How to Boost Your Leaders' Effectiveness With Their Leaders

Mandate recurring one-on-one meetings between leaders and their direct reports. Regular alignment and feedback are critical for performance. Ensure leaders understand the purpose of these meetings and train them to facilitate them effectively.

Suggested Approach

Ensure one-on-ones are a structured, recurring practice across leadership. Require leaders to schedule bi-weekly or monthly one-on-one meetings with their direct reports. Provide training on conducting effective check-ins that balance project updates, feedback, and professional development.

How Your Organization Is Already Effective In This Domain

- Your organization is actively investing in leadership growth—great news! By providing leaders with clear guidance on areas for improvement and offering structured development plans, you're ensuring they have the support needed to refine their skills. This level of intentional development creates stronger, more capable leaders over time.
- Open discussions about challenges are encouraged and supported—well done! By structuring recurring conversations where leaders and supervisors can address roadblocks, your organization is fostering a proactive, solutions-oriented culture. When challenges are surfaced early, they can be tackled more effectively.

Helpful Resources for Boosting Your Leaders' Effectiveness With Their Leaders



Role and Responsibility Capture Worksheet

Capture critical workflows with ease.



Preparing to Participate in a Meeting Worksheet

Meetings are only as valuable as the preparation behind them.



QBQ! The Question Behind the Question

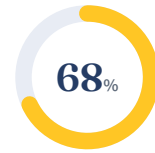
John G. Miller

This book is a quick read with a big impact.



RELATIONSHIP 3 OF 4

Leaders + Their Teams



EXECUTION STRENGTH

Why this domain matters

Leading a team as a whole requires a different approach than leading individuals. Guiding a collective of thinkers and managing a group effectively demands distinct tools and strategies to ensure alignment, cohesion, and high performance.

RECOMMENDED NEXT STEP

How to Boost Your Leaders' Effectiveness With Their Teams

Standardize a meeting cadence across leadership teams. Ensure every team holds regular meetings to align on priorities, address roadblocks, and track progress. Provide training on effective meeting facilitation to prevent wasted time.

Suggested Approach

Establish a standardized team meeting cadence. Set an expectation that all leaders hold regular (weekly or bi-weekly) team meetings to align on priorities and address roadblocks. Provide training on running efficient meetings with focused agendas and clear action items.

How Your Organization Is Already Effective In This Domain

- Your organization values strong facilitation skills—fantastic! By training leaders in the best practices for running effective meetings, you're reinforcing the importance of structure, clarity, and engagement. This emphasis ensures that time spent in meetings leads to real progress and stronger team cohesion.
- Your leaders are facilitating meaningful one-on-ones, thanks to your organization's structured approach—keep it up! By ensuring leaders are trained to balance relationship-building with key discussion points and action steps, you're creating a culture where employees feel both supported and challenged to grow.

Helpful Resources for Boosting Your Leaders' Effectiveness With Their Teams



Role and Responsibility Capture Worksheet

Capture critical workflows with ease.



Preparing to Participate in a Meeting Worksheet

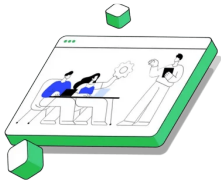
Meetings are only as valuable as the preparation behind them.



Leaders Eat Last

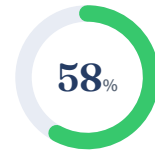
Simon Sinek

"Leaders Eat Last" is a truly refreshing read; Simon Sinek examines not what makes one person more...



RELATIONSHIP 4 OF 4

Leaders + Individuals on Their Teams



EXECUTION STRENGTH

Why this domain matters

A team may function as a unit, but it is made up of individuals. Supporting and developing each team member requires intentionality and the right approach. Organizations that equip their leaders with the tools to engage employees as both individuals and integral parts of the whole create a culture of effectiveness and success.

RECOMMENDED NEXT STEP

How to Boost Your Leaders' Effectiveness With Individuals On Their Teams

Ensure every employee has a clear, up-to-date job description. Leaders should work with their teams to clarify responsibilities, expectations, and success criteria. Train leaders on how to craft effective job descriptions that drive accountability.

Suggested Approach

Require leaders to keep job descriptions updated. Leaders should regularly review and refine their team members' roles to ensure clarity. Provide tools and best practices to help them define key responsibilities and performance metrics.

How Your Organization Is Already Effective In This Domain

- Regular performance discussions are an embedded practice in your organization—excellent! By making structured check-ins a priority and supporting leaders with the right guidance, you're ensuring employees receive the feedback they need to grow. When conversations about performance are ongoing, teams continuously improve.
- Tracking progress and supporting employee growth is a clear priority—great to see! By setting expectations for leaders to have structured, recurring conversations about progress and challenges, and providing resources to guide them, you're creating a culture where employees stay engaged and continuously develop.

Helpful Resources for Boosting Your Leaders' Effectiveness With Individuals On Their Teams



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Capture critical workflows with ease.



Preparing to Participate in a Meeting Worksheet

Meetings are only as valuable as the preparation behind them.



Multipliers Liz Wiseman

Are you a diminisher or a multiplier?



THE DETAIL

Your LEQ Checkup Responses

Every statement from the checkup and the answer you gave, grouped by relationship. Answers run from 1 (Never True) to 4 (Always True). A solid green box marks an answer that is already where it needs to be; a pale orange one has room to grow.

Your Detailed Leaders + Themselves Responses

5 of your 5 answers are already where they need to be.

1	Our organization expects leaders to utilize digital calendars for planning, prioritizing, and tracking meetings, and provides training to reinforce these habits.	4
2	Leaders across our organization are expected to use a digital tool for task and project tracking, with support and accountability structures in place to ensure consistent updates.	3
3	There is a structured approach within our organization that encourages and equips leaders to establish daily routines or checklists that drive focus and momentum.	4
4	Our organization actively prepares leaders to navigate difficult conversations, providing the necessary training and support to build confidence.	4
5	We emphasize continuous learning by expecting and enabling leaders to seek external insights that enhance their effectiveness, with resources and training opportunities readily available.	4

Your Detailed Leaders + Their Leaders Responses

2 of your 6 answers are already where they need to be.

6	One-on-one meetings between leaders and their supervisors are an established and expected practice, with guidance provided on making these meetings purposeful and productive.	2
7	Leaders are encouraged and trained to proactively prepare for one-on-one meetings with their supervisors to maximize the effectiveness of these interactions.	1
8	Our organization provides leaders with detailed role expectations (such as job descriptions) in a structured, accessible format and ensures they are trained to apply these expectations effectively.	2
9	Regular discussions between leaders and their supervisors regarding role expectations and performance are an organizational priority, supported by structured check-ins.	2
10	Leaders receive clear guidance on areas for improvement, along with development plans and training resources that support their growth and mastery in their roles.	3
11	Our organization ensures that leaders engage in structured, recurring conversations with their supervisors to discuss progress, challenges, and growth opportunities.	4

Your Detailed Leaders + Their Teams Responses

3 of your 5 answers are already where they need to be.

12	Conducting regular team meetings to align on priorities, address challenges, and drive solutions is a fundamental expectation for leaders, with training provided to enhance meeting effectiveness.	2
13	Leaders are equipped with the skills and best practices needed to facilitate effective team meetings that promote focus, productivity, and a positive team atmosphere.	4
14	Our organization requires leaders to hold recurring one-on-one meetings with their direct reports and provides training on making these interactions meaningful.	3
15	Leaders are trained to structure one-on-one meetings in a way that balances relationship-building, key discussion points, and clear action steps.	4
16	Leaders are expected to ensure that their teams have a shared, consistent understanding of what success looks like, with resources and support available to reinforce this clarity.	3

Your Detailed Leaders + Individuals on Their Teams Responses

2 of your 4 answers are already where they need to be.

17	There is an organizational standard for providing direct reports with clear, up-to-date documentation outlining their roles and expectations, along with guidance on how to use it effectively.	2
18	Leaders are responsible for ensuring their direct reports receive regular feedback on their performance, with an emphasis on ongoing conversations and structured check-ins.	3
19	Our organization prepares leaders to work collaboratively with their direct reports to develop specific, actionable improvement plans that focus on individual growth.	3
20	Leaders are expected to have structured, recurring conversations with their direct reports about progress, challenges, and development, with resources available to guide these discussions.	3

WHAT'S NEXT?

Get the most out of your LEQ Checkup

[Schedule a Free Leadership Strategy Call](https://leadershiptap.com/contact-pages/get-in-touch)

leadershiptap.com/contact-pages/get-in-touch

[Download: Critical Activities Quick Reference](https://resources.leadershiptap.com/critical-activities-quick-reference)

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