



The Leadership Scorecard Worksheet

Measure the Health of Your Leadership Culture—Before Your Team Walks Out

“What you allow is what will continue. And what you measure is what you improve.”
– Anton Gunn

This scorecard is for executive teams, department leads, and culture champions ready to evaluate if their leadership style drives performance—or silently destroys it.

SECTION 1: Leadership Environment Check

Rate your organization on the following from 1–5:
(1 = Strongly Disagree, 5 = Strongly Agree)

Statement	Score (1-5)
We coach underperformers before we consider termination.	<input type="checkbox"/>
Our employees are encouraged to collaborate, not compete.	<input type="checkbox"/>
Leaders give regular, actionable feedback—not just during reviews.	<input type="checkbox"/>
Everyone knows what success looks like in their role.	<input type="checkbox"/>

- We celebrate progress—not just perfection.
- Mistakes are used as teaching moments—not punishments.
- Our performance reviews reflect values, not just results.
- Employees understand how their work connects to our mission.
- Our culture supports growth from every level—not just the top.
- There's psychological safety to speak up, push back, and be honest.

Total Score: _____ / 50

SECTION 2: Warning Signs of Fear-Based Culture

Check any that apply to your workplace right now:

- High turnover in high-potential roles
- “Top talent” is protected, while others are neglected
- Teams are territorial with knowledge
- Leaders avoid feedback or coaching
- Silence in meetings when tough questions are asked
- People compete for recognition, not results
- Mistakes are penalized publicly
- Promotions feel political, not performance-based

 **If you checked 3 or more, you've got a leadership culture issue.**

SECTION 3: Reset Your Leadership Culture

Answer honestly as a leadership team:

1. What behaviors have we been *rewarding* that reinforce fear?
2. What development opportunities do we provide to underperformers?

3. Are our performance standards inclusive, clear, and actionable?
 4. When was the last time we re-evaluated our leadership evaluation criteria?
 5. What's one culture shift we can start making today?
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ACTION PLAN

One toxic trait we will eliminate this quarter:

One leadership habit we will adopt instead:

Who is accountable for this shift:

Need Help Facilitating These Conversations?

Bring Anton Gunn to lead a culture reset session with your leadership team.
We'll identify blind spots, fix the leaks, and build a high-trust culture from the top down.

 [Schedule a Session](#)