LEADERSHIP DEVELOPMENT TOOL

Leadership Consistency Check

A practical tool to help identify where inconsistent leadership may be affecting team performance

As organizations grow, different leadership styles are natural and can be a strength. But the fundamentals of great leadership should remain consistent. People should understand what is expected, know what they own, receive meaningful coaching and experience accountability regardless of who they report to.

Use this check to identify where greater leadership consistency could strengthen your people, your teams and your results.

1. Check Your Leadership Consistency

For each statement, select: Consistently | Sometimes | Needs Attention

Leadership Practice	Consistently	Sometimes	Needs Attention
Our leaders are clear about what strong performance looks like.	☐	☐	☐
People receive clear expectations regardless of who they report to.	☐	☐	☐
Leaders coach and develop people, not simply manage today's work.	☐	☐	☐
Accountability and follow through are handled consistently across teams.	☐	☐	☐
Leaders understand what they own and where collaboration is required.	☐	☐	☐
Leaders have the confidence to address difficult conversations when needed.	☐	☐	☐
Strong practices from our best performing teams are identified and shared.	☐	☐	☐
Our leaders recognize strong performance and encourage people to bring their strengths and ideas to the work.	☐	☐	☐
We can identify when performance differences are being influenced by leadership, not simply the market or circumstances.	☐	☐	☐
People would experience the fundamentals of strong leadership consistently across our organization.	☐	☐	☐

What do you notice?

Don't focus on achieving a perfect score. Look for patterns.

Where are you most consistent?

_____

Where is the greatest opportunity to improve?

_____

TURN INSIGHT INTO ACTION

2. Turn Insight Into Action

Identify the Gap

What is the ONE leadership practice that would make the greatest difference if it became more consistent?

_____

_____

Understand the Impact

How is this inconsistency affecting your people, customers or results today?

_____

_____

Define What Great Looks Like

What would leaders be doing differently if we got this right?

_____

_____

Choose the Action

What will we do over the next 90 days to strengthen this leadership practice?

_____

_____

Who will own it?	_____
How will we know we're improving?	_____
When will we review progress?	_____

Different leadership styles are healthy. Different leadership standards are not.

Strong organizations don't need every leader to lead exactly the same way. They do need clarity around the leadership practices that matter most and the discipline to reinforce them consistently.