



SAMPLE REPORT

The Edge Leadership Profile

A comprehensive assessment of leadership capacity
across four critical dimensions.

PREPARED FOR

Sarah Mitchell, Executive Director

ORGANIZATION

Community Health Alliance

DATE

February 14, 2026

● Vision & Clarity

● People Investment

● Radical Ownership

● Growth & Reflection

Our Approach

What we measure and why it matters

Most leadership assessments tell you **what kind of leader you are**. The Edge Leadership Profile tells you **what kind of leader you're becoming**. We don't believe leadership is a personality type — it's a set of practices. And practices can be measured, developed, and strengthened over time.

This assessment is built on a simple conviction: nonprofit leaders don't fail because they lack passion — they fail because the systems around them never measured the things that actually matter. The Edge Leadership Profile measures four dimensions that, together, determine whether a leader can sustain impact over time.

The Four Dimensions

Vision & Clarity

Do I know what I stand for and where we're going?

Measures your ability to articulate direction in ways that pull people forward — not just having a vision, but ensuring others can see it, feel it, and act on it. Draws on Kouzes & Posner's "Inspire a Shared Vision" practice.

People Investment

Do I put real time into the people and priorities that matter most?

Measures whether you develop people intentionally or reactively. Grounded in servant leadership theory and research on delegation, succession planning, and transformational mentoring relationships.

Radical Ownership

Do I own my decisions, challenges, and my part in what happens?

Measures your willingness to own outcomes without deflecting. Rooted in Extreme Ownership principles and accountability research — not just taking responsibility, but creating cultures where ownership is shared.

Growth & Reflection

Do I slow down, learn from experience, and keep growing?

Measures whether growth is a discipline or an accident. Built on reflective practice research and adult learning theory — the dimension that determines whether your other three scores improve over time.

How We Measure

The Edge Leadership Profile is a 48-question self-assessment developed by Dr. Lyn Corbett, drawing on 25+ years of nonprofit leadership development and a PhD in Organizational Leadership from the University of San Diego. Each dimension is scored on a 0–100% scale and placed into one of three performance zones:



Leading Edge

80–100%

Consistent strength. Focus on sustaining and coaching others.



Common Practice

60–79%

Functional with room to grow. Intentional effort yields returns.



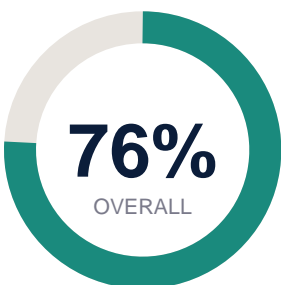
Developing

Below 60%

Foundational area needing attention. Start with small, consistent actions.

Executive Summary

Your leadership at a glance



Sarah Mitchell, your Edge Leadership Profile reveals a leader with exceptional radical ownership and strong clarity of vision. Your willingness to own outcomes and make difficult decisions sets you apart. Your primary growth opportunity lies in deepening your investment in people development — specifically, creating more intentional space for others to lead.

Vision & Clarity

LEADING EDGE

82%

People Investment

COMMON PRACTICE

64%

Radical Ownership

LEADING EDGE

85%

Growth & Reflection

COMMON PRACTICE

73%

Key Findings

1

Greatest Strength — Radical Ownership (85%)

You score in the Leading Edge zone for accountability. You own outcomes, address difficult conversations directly, and hold yourself to the same standards you expect from others.

2

Greatest Opportunity — People Investment (64%)

While you care about your team, development happens reactively rather than intentionally. There is significant room for structured mentoring, delegation, and succession planning.

3

Emerging Pattern

Your high ownership combined with lower people investment suggests a leader who may be carrying too much — solving problems yourself rather than developing others to solve them.

Vision & Clarity

Where is there still a gap between what you say you value and how you actually operate?



You articulate direction in ways that pull people forward. Your team doesn't just hear your values — they see them in your decisions.

Component Scores



STRENGTHS

- Strong alignment between stated values and daily decisions
- Willingness to have uncomfortable truth-telling conversations
- Ability to provide direction, not just inspiration

GROWTH OPPORTUNITIES

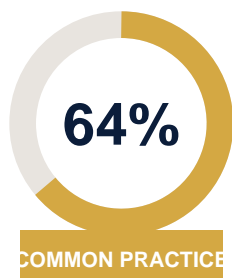
- Ensure your clarity doesn't become rigidity — test whether your team feels permission to push back
- Check whether your team can articulate the vision in their own words — if they can't, it's your vision, not theirs

COACHING INSIGHT

Leaders who score high in Vision & Clarity sometimes confuse clarity with control. The test isn't whether people know what you want — it's whether they've internalized why it matters.

People Investment

What would it look like to move one relationship from transactional to transformational?



You care about your team, but development happens reactively rather than intentionally. People know you're in their corner — but they may not be growing because of you.

Component Scores



STRENGTHS

- Genuine care for team members' wellbeing — people feel seen
- Notice when someone is struggling before they say it
- Celebrate progress, not just outcomes

GROWTH OPPORTUNITIES

- Build intentional development plans for each direct report — not annual reviews, ongoing roadmaps
- Shift from doing to developing — your competence is becoming a bottleneck
- Create a succession plan: who could step into your role if you were gone for 90 days?

COACHING INSIGHT

Your Relational Depth score (81) is significantly higher than your Intentional Development score (58). This pattern — caring deeply but not developing systematically — is the most common gap we see in experienced nonprofit leaders. The fix isn't caring more. It's structuring what you already feel.

Radical Ownership

Where might you be protecting yourself from feedback that could make you better?



You own outcomes fully. When things go wrong, you don't point fingers — you look in the mirror first. People trust you because you don't deflect.

Component Scores



STRENGTHS

- Strong follow-through on commitments — your word is your bond
- Own mistakes publicly, which builds organizational trust
- Address difficult conversations directly rather than avoiding them

GROWTH OPPORTUNITIES

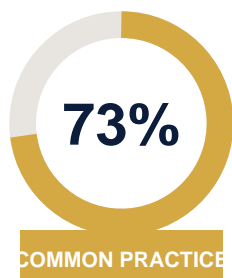
- Watch for the line between ownership and over-functioning — carrying everything isn't strength, it's a pattern
- Ensure your accountability doesn't make others feel they can't own things too
- Practice letting others fail and learn, rather than stepping in to prevent mistakes

COACHING INSIGHT

Your Accountability (92) is exceptional, but your Shared Ownership (72) reveals a tension: you own so much that others may have learned to let you. This is the paradox of high-ownership leaders — your strength, unchecked, becomes the ceiling for everyone else.

Growth & Reflection

What would a weekly reflection practice look like for you — and what's actually stopping you from starting?



You reflect when prompted, but you may not have a consistent practice. Growth happens — but in spurts rather than as a discipline.

Component Scores



STRENGTHS

- Honest self-assessment — you know your tendencies
- Willingness to learn from failures, not just successes
- Openness to feedback when it's offered

GROWTH OPPORTUNITIES

- Build a weekly reflection practice — even 15 minutes changes the trajectory
- Seek a mentor or peer group outside your organization for honest perspective
- Create space between doing and deciding — your bias toward action can crowd out insight

COACHING INSIGHT

Your Self-Awareness (82) outpaces your Reflective Practice (61) by a wide margin. You know yourself well — but you're not building on that knowledge consistently. Self-awareness without reflection is like having a map but never checking it.

Leadership Pattern Analysis

How your dimensions interact

Leadership doesn't happen in isolated dimensions. The real story is in how your strengths and growth areas interact. Below are the patterns that emerged from your profile — and what they mean for your leadership.

HIGH OWNERSHIP + LOW DELEGATION

The Ownership Paradox

Your Radical Ownership score (85%) is your greatest asset — and potentially your biggest limitation. Combined with your People Investment score (64%), a clear pattern emerges: you take on too much because you can handle it, which inadvertently limits the growth of those around you. This isn't a character flaw — it's a competence trap. The more capable you are, the harder it is to let others struggle and learn.

→ **Next Step:** Identify one significant responsibility you own and transfer it fully within 30 days.

STRONG VISION + REACTIVE DEVELOPMENT

The Clarity-Without-Dialogue Gap

You scored 82% in Vision & Clarity but only 64% in People Investment. This means your team likely knows where you're headed but may not feel equipped to get there. Vision without investment creates followers, not leaders. The gap suggests your clarity may be flowing one direction — from you outward — rather than being co-created.

→ **Next Step:** In your next team meeting, ask each person to articulate the vision in their own words.

HIGH SELF-AWARENESS + LOW PRACTICE

The Reflection Deficit

Your Self-Awareness sub-score (82%) far outpaces your Reflective Practice (61%). You know yourself well — your tendencies, your triggers, your patterns — but you're not leveraging that knowledge through consistent practice. It's like having a gym membership but only going when you feel like it. The awareness is there; the discipline isn't yet.

→ **Next Step:** Block 15 minutes every Friday for a written leadership reflection. Protect it like a board meeting.

Your 30-60-90 Day Growth Plan

Focused on People Investment — your highest-leverage growth area

Based on your results, this plan focuses on **People Investment**. Strengthening this dimension will amplify your already-strong ownership and clarity — transforming you from a leader who carries the organization to one who builds the organization's capacity to carry itself.

30 DAYS

Build the Baseline

- Identify one person who deserves more of your time. Schedule three 1:1s this month.
- In each 1:1, ask: "What do you need from me to grow?" Listen without solving.
- Map your delegation patterns — what are you holding onto and why?

✓ **Milestone: You can name each team member's top development need.**

60 DAYS

Systematize Development

- Create a development plan for your top 3 direct reports.
- Delegate one significant responsibility you currently own — fully.
- Ask your team: "What am I doing that you could be doing?"

✓ **Milestone: One team member is leading something they weren't before.**

90 DAYS

Build the Bench

- Build a succession map. Who could step into your role?
- Have a candid conversation with your board chair about your leadership pipeline.
- Create a "leadership moments" tracker — when you step in vs. step back.

✓ **Milestone: Your team can run a week without you and nothing falls apart.**

What's Next

1

Use Ask the Professor

Get personalized coaching on your results within The Nonprofit Edge platform.

2

Share with Your Board Chair

Consider sharing your People Investment scores to create accountability.

3

Reassess in 90 Days

Retake the assessment after completing your growth plan and track your progress.