**Leadership Performance – 20 Questions**

1. I hesitate to make transformative moves without extensive external validation, even when the opportunity feels clear.
2. I defend the current strategic direction even when new data suggests a significant pivot may be needed.
3. Pressure from investors, boards, or external stakeholders strongly influences my decision-making.
4. I rely on authority more than influence when alignment is difficult to achieve.
5. I emphasize cultural values publicly, but struggle to model them consistently during periods of high performance pressure.
6. I prioritize maintaining credibility over showing vulnerability, even when openness could build deeper trust.
7. I avoid challenging peers in the C-suite when their decisions conflict with the long-term vision.
8. I delay addressing systemic cultural issues because of the disruption they may cause.
9. I hold on tightly to ownership of strategy rather than empowering others to shape it.
10. I under-invest in long-term opportunities when short-term results are under scrutiny.
11. I downplay risks in external messaging to protect the organization’s reputation.
12. I hesitate to acknowledge uncertainty in front of my leadership team or stakeholders.
13. I rely heavily on proven playbooks rather than pursuing untested opportunities.
14. I sometimes prioritize consensus over decisive leadership in critical moments.
15. I avoid addressing underperformance in senior leaders because of the conflict it could create.
16. I focus on external image and credibility more than internal alignment and execution.
17. I postpone bold strategic shifts because of fear of destabilizing what already works.
18. I rarely pause to reflect deeply on direction, even when signals suggest the strategy is unclear.
19. I maintain control of the vision narrative, limiting space for others to contribute to it.
20. I struggle to balance the demands of short-term performance with the organization’s long-term sustainability.

Perfect 👍 Let’s move to Step 3: Map the Leadership Questions → Archetypes + Set Scoring Ranges.

**📝 Question Mapping to Leadership Archetypes**

**1. The Vision Controller**

Clings too tightly to the vision or strategy.

* Q2. I defend the current strategic direction even when new data suggests a significant pivot may be needed.
* Q9. I hold on tightly to ownership of strategy rather than empowering others to shape it.
* Q17. I postpone bold strategic shifts because of fear of destabilizing what already works.
* Q19. I maintain control of the vision narrative, limiting space for others to contribute to it.

**2. The Harmony Seeker**

Prioritizes stability, consensus, and being liked over accountability.

* Q7. I avoid challenging peers in the C-suite when their decisions conflict with the long-term vision.
* Q8. I soften feedback when speaking with senior leaders.
* Q12. I hesitate to acknowledge uncertainty in front of my leadership team or stakeholders.
* Q14. I sometimes prioritize consensus over decisive leadership in critical moments.

**3. The Avoidant Leader**

Sidesteps risk, conflict, or systemic issues.

* Q3. I hesitate to raise difficult issues with other executives or board members.
* Q6. I hold back concerns to prevent conflict at the executive level.
* Q15. I avoid addressing underperformance in senior leaders because of the conflict it could create.
* Q18. I rarely pause to reflect deeply on direction, even when signals suggest the strategy is unclear.

**4. The Lone Strategist**

Keeps strategy and authority too centralized.

* Q4. I rely on authority more than influence when alignment is difficult to achieve.
* Q9. I hold on tightly to ownership of strategy rather than empowering others to shape it.
* Q13. I avoid seeking input when I already have a direction in mind.
* Q19. I maintain control of the vision narrative, limiting space for others to contribute to it.

**5. The Short-Term Maximizer**

Sacrifices long-term positioning for immediate results.

* Q1. I hesitate to make transformative moves without extensive external validation.
* Q5. My team sometimes lacks clarity because I avoid giving firm direction.
* Q10. I feel pressure to project confidence even when I feel uncertain.
* Q11. I rely heavily on proven playbooks rather than pursuing untested opportunities.
* Q16. I downplay risks in external messaging to protect the organization’s reputation.
* Q20. I struggle to balance the demands of short-term performance with the organization’s long-term sustainability.

**📊 Resistance Scoring**

Scale (same across all assessments):

* Strongly Agree = 5
* Agree = 4
* Neutral = 3
* Disagree = 2
* Strongly Disagree = 1

Archetype Calculation:

* Add the scores for the questions tied to each archetype.
* The archetype with the highest total = dominant leadership archetype.
* No secondary archetypes shown (keeps it consistent).

Overall Resistance Score (sum of all 20 answers):

* 20–40 = Low Resistance
* 41–70 = Moderate Resistance
* 71–100 =High Resistance

**Leadership Performance Results**

**🌟 Understanding Your Resistance**

Your answers reveal that resistance is shaping how you lead at the highest level. Resistance is not a flaw. It is the emotional friction that makes bold decision-making, long-term vision, and cultural influence harder than they need to be. These patterns often feel protective — ensuring stability, preserving credibility, or reducing risk — but they quietly create rigidity, avoidance, or overreliance on the familiar. Over time, these patterns can limit your impact, slow transformation, and weaken trust across the organization.

**📊 Leadership Resistance Levels**

Low Resistance (20–40): You lead with confidence, adaptability, and clarity. Resistance has minimal influence on your decisions or presence. While challenges still arise, you stay aligned with both long-term vision and short-term demands.

Moderate Resistance (41–70): You are an effective leader, but subtle resistance shapes your style. You may find yourself clinging to familiar strategies, softening difficult truths, or bending to short-term pressure. These patterns don’t block your leadership, but they make impact harder to sustain.

High Resistance (71–100): Resistance strongly shapes your leadership. Decisions are delayed, bold moves are avoided, and strategy becomes reactive or overly controlled. On the surface, it may look like you are steering firmly, but resistance drains confidence, narrows perspective, and weakens your ability to balance immediate performance with long-term growth.

**🧠 Leadership Archetypes**

**The Vision Controller**

This leader clings tightly to their strategic narrative. The vision is held firmly, and challenges to it are often dismissed or minimized. On the surface, this looks like clarity and conviction. In reality, it creates rigidity, limiting the ability to pivot when new opportunities or risks emerge. Resistance shows up as overprotecting the future you’ve already defined, leaving little room for others to shape it with you.

**The Harmony Seeker**

This leader prioritizes stability and acceptance above uncomfortable truths. They soften feedback, seek consensus, or hold back from addressing conflicts with peers. On the surface, this looks like diplomacy. In reality, it prevents accountability and dilutes alignment. Resistance shows up as a desire to keep peace, which leaves problems unresolved and undermines decisive leadership.

**The Avoidant Leader**

This leader hesitates to confront deep cultural or performance issues. Risks are downplayed, tough conversations are delayed, and systemic problems remain unaddressed. On the surface, this looks like protecting morale and avoiding disruption. In reality, it erodes trust and leaves underlying challenges to grow. Resistance shows up as withdrawal from discomfort, which weakens both culture and results.

**The Lone Strategist**

This leader centralizes ownership of vision and authority. Decisions are kept close, input is limited, and alignment is achieved more through authority than collaboration. On the surface, this looks like accountability and focus. In reality, it isolates leadership, narrows innovation, and keeps others from fully engaging in shaping the future. Resistance shows up as control, which undermines resilience and shared ownership.

**The Short-Term Maximizer**

This leader bends heavily toward immediate results. Investor demands, external pressures, or short-term wins overshadow long-term sustainability. On the surface, this looks like responsiveness and delivery. In reality, it sacrifices positioning, strategy, and trust in the future. Resistance shows up as overvaluing the urgent, creating fragility as the organization trades tomorrow’s strength for today’s reassurance.