

THE LEADERSHIP GAP CHECK

Twelve questions, one per discipline. Nobody's watching, which is the point.

1	Do you hold yourself to the same patterns you expect of everyone else, without a quiet carve-out for your situation? CH 1 · YOU ARE NOT THE EXCEPTION	☐ YES	☐ NO
2	Could five people, picked at random from your organization, tell a stranger where you're all going and why, in their own words, without the deck? CH 2 · SEE THE VISION	☐ YES	☐ NO
3	In your last three one-on-ones, did the other person do most of the talking? CH 3 · COACH DON'T MANAGE	☐ YES	☐ NO
4	Can you name the single biggest thing in your people's way right now, and what you did about it this week? CH 4 · CLEAR THE WAY	☐ YES	☐ NO
5	Have you learned something new in the last quarter, badly at first, in front of people you lead? CH 5 · BECOME A LEARNER	☐ YES	☐ NO
6	Do you know which meetings get worse when you walk in, and have you stopped attending any of them? CH 6 · CHOOSE YOUR ROOMS	☐ YES	☐ NO
7	Can you connect what your teams did last week to why it matters, without using a number to do it? CH 7 · INSPIRE DON'T MOTIVATE	☐ YES	☐ NO
8	Has your team changed how it works in the last quarter because of something it learned about itself, and did the change stick? CH 8 · COMMIT TO IMPROVEMENT	☐ YES	☐ NO
9	Could you write down three behaviors you are deliberately building into your culture, and would your team recognize them as real? CH 9 · INTENTIONALLY BUILD CULTURE	☐ YES	☐ NO
10	When something fails repeatedly, do you change the system before you evaluate the people inside it? CH 10 · CHANGE THE SYSTEM	☐ YES	☐ NO
11	When you hand something off, does the person get the intent and the information, or just the task? CH 11 · DELEGATE	☐ YES	☐ NO
12	When pressure came down from above last time, did it stop with you before it reached your team? CH 12 · PROTECT THE TEAMS	☐ YES	☐ NO

NUMBER OF YES

Count the yeses. The average leader Josh has coached starts with fewer than half. **A no isn't a verdict. It's a page number** — the chapters are numbered the same as the questions, so your nos are your reading order.

11-12	The disciplines are running	Rare, and worth protecting. The work is keeping it true when the next change lands.
8-10	Strong, with real gaps	Most are live. The nos are where the load is landing, and they will bend first under the next transformation.
5-7	The gap is real, and normal	Where most leaders start, including the ones who look like they have it handled. Not a character verdict.
0-4	Handed this without a map	The most common result there is, and exactly the gap this book was written to close. You are not the exception.

Take it again in ninety days; the number moving is the only proof that matters. **everyoneassumedyouknew.com** — score it online, and get the rest of the toolkit.