

# Data-Driven Leader Assessment

Evaluate how well your team uses scorecards, measurables and cash flow drivers to lead. Mark "T" for today and "F" for future.

Name	Date	Now	Future

#	Clarity Question	Unclear			Gaining Traction			Strong			Mastery			Now	Future
		1	2	3	4	5	6	7	8	9	10	11	12		
1	<b>Is your leadership team truly leading with data — or still relying on gut instinct?</b>	Data is inconsistent or informal; decisions are mostly intuition-driven.			Data shows up in some discussions but isn't guiding direction.			Data is reviewed and referenced regularly in leadership decisions.			Data drives decisions. Leaders ask for facts first — then opinions.				
2	<b>Are your scorecard numbers activity-based, simple to understand, and predictive?</b>	Metrics are lagging, cluttered, or not reviewed weekly.			Some numbers are helpful, but others confuse or distract.			Most numbers are predictive and reviewed weekly with intention.			All numbers are clear, proactive, and spark early action.				
3	<b>Are your weekly goals set to reveal signal – or just add noise?</b>	Goals feel random or reactive – no pattern, no purpose.			Some structure exists, but goals often miss the mark or create confusion.			Most goals match the rhythm of the business – steady, relevant, and reviewed.			Goals reveal patterns – they drive real clarity and course correction.				
4	<b>When a number goes red, does it lead to action — pinpointing issues in core processes or with people?</b>	Red numbers are reviewed but rarely acted on.			Issues surface, but follow-up is inconsistent or unclear.			Red numbers go straight to IDS — process is examined first, then people.			Red signals spark focused coaching and system fixes — every time.				
5	<b>Does every person on your team know what “winning” looks like each week?</b>	Most people are unsure how success is defined in their role.			Some seats have numbers, but ownership is hit or miss.			Each person knows their number and reviews it regularly.			Every seat owns a number — and uses it to improve performance.				
6	<b>Do you clearly see your top 3-5 cash flow drivers – and who owns each one?</b>	Drivers are unclear or unknown. No ownership or regular focus exists.			Some drivers identified, but ownership is loose. Tracking is inconsistent.			Top drivers are known. Each has an owner and is reviewed regularly.			Each driver has a clear owner, goal and drives decisions & performance.				
7	<b>Are cash flow drivers guiding weekly decisions that grow gross profit faster than OPEX?</b>	Drivers aren't discussed or used in decisions. No link to gross profit or OPEX.			Drivers are tracked, but insights are weak. Limited influence on actions.			Drivers inform some decisions and support GP Growth & control OPEX.			Drivers fuel weekly actions that improve GP faster than OPEX - Consistently.				
<b>Scorecard</b>															

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