

HEART

Leader Assessment

Discover your heart-led leadership profile in under 15 minutes



THIS ASSESSMENT COVERS

- Your HEART Leadership Model™ profile across all 5 principles
- Your team culture strength and psychological safety
- Your leadership style and natural tendencies
- Your burnout risk and resilience levels

Dr Karen May

Heart-Led CEO · Mentor · Educator · Author of Lead with Heart

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Instructions & Scoring Guide

Rate each statement

Circle or mark a number from 1–5. 1 = Rarely or never true. 5 = Consistently and confidently true.

Be honest

This is for your development only. The most useful results come from answering as you are now, not as you want to be.

No right answers

There is no perfect score. Every result gives you valuable information about where to grow.

Tick-box sections

Simply tick all items that apply to you right now.

Open questions

Write briefly — a sentence or two is enough. You can always return and add more.

Scoring

At the end of each section, add up your ratings and note your total. A scoring guide and profile key is provided on the final page.

Your HEART Leadership Profile

Rate each statement from 1 (rarely true) to 5 (consistently true). Total score per letter: maximum 25.

H

Human-Centred Leadership

People before process — without losing standards

Before addressing a performance issue, I consider what the person might be carrying.

1 2 3 4 5
1=Rarely 5=Always

I see my team members as whole people, not just their role or output.

1 2 3 4 5
1=Rarely 5=Always

I regularly check in with individuals about how they are doing — not just what they are doing.

1 2 3 4 5
1=Rarely 5=Always

I adapt my approach based on the person, not just the situation.

1 2 3 4 5
1=Rarely 5=Always

I find it easier to lead with empathy than with rules.

1 2 3 4 5
1=Rarely 5=Always

H — Human-Centred Leadership Score

___ / 25

E

Emotional Intelligence

Managing emotions, conflict, and triggers

I am aware of my own emotional triggers and manage them before they affect my team.

1 2 3 4 5
1=Rarely 5=Always

I acknowledge the emotional atmosphere in my team rather than pushing through it.

1 2 3 4 5
1=Rarely 5=Always

I regulate my own emotions during difficult conversations.

1 2 3 4 5
1=Rarely 5=Always

I create space for my team to express how they are feeling.

1 2 3 4 5
1=Rarely 5=Always

I respond to conflict with curiosity rather than reaction.

1 2 3 4 5
1=Rarely 5=Always

E — Emotional Intelligence Score

___ / 25

A

Accountability with Compassion

High standards with grace — behaviour, not identity

I address poor performance clearly and directly without avoiding the conversation.

1 2 3 4 5
1=Rarely 5=Always

I hold high standards without attacking the person's identity.

1 2 3 4 5
1=Rarely 5=Always

I follow through on accountability conversations consistently.

1 2 3 4 5
1=Rarely 5=Always

I am clear about expectations before measuring against them.

1 2 3 4 5
1=Rarely 5=Always

I can hold someone accountable and still make them feel valued.

1 2 3 4 5
1=Rarely 5=Always

A — Accountability with Compassion Score

___ / 25

R

Resilience Building

Stopping team emotional depletion — starting with yourself

I actively monitor and protect my own energy and wellbeing.

1 2 3 4 5
1=Rarely 5=Always

I model healthy boundaries and sustainable work practices for my team.

1 2 3 4 5
1=Rarely 5=Always

I build my team's resilience through regular support and check-ins.

1 2 3 4 5
1=Rarely 5=Always

I recover well from difficult periods without carrying them forward.

1 2 3 4 5
1=Rarely 5=Always

I notice signs of burnout in myself and my team early.

1 2 3 4 5
1=Rarely 5=Always

R — Resilience Building Score

___ / 25

T

Transformational Culture

Moving from survival to excellence

I actively shape the culture of my team — it doesn't just happen around me.

1 2 3 4 5
1=Rarely 5=Always

My team feel psychologically safe to speak up, make mistakes, and bring bad news.

1 2 3 4 5
1=Rarely 5=Always

I lead with a longer lens — thinking about where we are going, not just what is urgent today.

1 2 3 4 5
1=Rarely 5=Always

I connect my team's daily work to a bigger sense of purpose.

1 2 3 4 5
1=Rarely 5=Always

People in my team feel they are growing, not just surviving.

1 2 3 4 5
1=Rarely 5=Always

T — Transformational Culture Score

___ / 25

TOTAL HEART SCORE

___ / 125

Your Team Culture

Rate each statement about your team as it stands today. Maximum score: 40.

My team feel safe to speak up without fear of judgment or consequence.

1 2 3 4 5
1=Rarely 5=Always

There is a clear sense of shared purpose and direction in my team.

1 2 3 4 5
1=Rarely 5=Always

Accountability is consistent — standards are held for everyone.

1 2 3 4 5
1=Rarely 5=Always

My team support each other and work collaboratively.

1 2 3 4 5
1=Rarely 5=Always

People in my team are developing and growing in their roles.

1 2 3 4 5
1=Rarely 5=Always

Conflict is addressed constructively rather than avoided or escalated.

1 2 3 4 5
1=Rarely 5=Always

My team's morale is generally positive and energised.

1 2 3 4 5
1=Rarely 5=Always

I am proud of the culture I am building.

1 2 3 4 5
1=Rarely 5=Always

TEAM CULTURE SCORE

___ / 40

IN ONE SENTENCE, HOW WOULD YOU DESCRIBE YOUR TEAM CULTURE RIGHT NOW?

Your Leadership Style & Tendencies

Tick all that apply. There are no right or wrong answers — this reveals your natural approach.

Which of these describe how you naturally lead?

- | | |
|--|---|
| ☐ I lead by example and presence | ☐ I communicate openly and frequently |
| ☐ I give my team autonomy and trust | ☐ I focus on people development |
| ☐ I am decisive under pressure | ☐ I create strong relationships |
| ☐ I bring calm to chaotic situations | ☐ I challenge my team to grow |
| ☐ I celebrate wins and recognise effort | ☐ I hold a clear vision for the future |
-

Which of these do you find most challenging?

- | | |
|--|--|
| ☐ Difficult conversations | ☐ Letting go of control |
| ☐ Saying no — to my team or manager | ☐ Setting and holding boundaries |
| ☐ Managing underperformance | ☐ Delegating effectively |
| ☐ Leading from confidence not anxiety | ☐ Balancing people and compliance |
| ☐ Taking time for my own development | ☐ Asking for support when I need it |

ONE LEADERSHIP HABIT I KNOW I NEED TO CHANGE — BUT HAVE BEEN AVOIDING:

Burnout Risk & Resilience

Higher scores mean LOWER burnout risk. Be honest — your wellbeing depends on an accurate picture.
Maximum score: 40.

I have enough energy at the end of the working day to enjoy my personal life.

1 2 3 4 5
1=Rarely 5=Always

I feel in control of my workload and priorities.

1 2 3 4 5
1=Rarely 5=Always

I am leading from a place of purpose rather than obligation.

1 2 3 4 5
1=Rarely 5=Always

I feel supported by those above me in my organisation.

1 2 3 4 5
1=Rarely 5=Always

I can switch off from work when I am not working.

1 2 3 4 5
1=Rarely 5=Always

My compassion for the people I lead still feels genuine and present.

1 2 3 4 5
1=Rarely 5=Always

I am not carrying unresolved stress from previous incidents or challenges.

1 2 3 4 5
1=Rarely 5=Always

I feel I have the resources and support I need to lead well.

1 2 3 4 5
1=Rarely 5=Always

RESILIENCE SCORE (Higher = Lower burnout risk)

___ / 40

THE ONE THING THAT DRAINS ME MOST IN MY LEADERSHIP ROLE RIGHT NOW:

WHAT LEADING WELL LOOKS AND FEELS LIKE ON MY BEST DAYS:

Your HEART Leader Profile Key

Use your scores from each section to identify your profile below.

SECTION	HIGH	GOOD	DEVELOPING	NEEDS FOCUS
HEART SCORE	100–125 Exemplary	75–99 Strong	50–74 Developing	Below 50 Emerging
CULTURE SCORE	34–40 Thriving	26–33 Healthy	18–25 Developing	Below 18 Needs Attention
RESILIENCE SCORE	34–40 Fully Resourced	26–33 Good Foundation	18–25 At Risk	Below 18 Urgent Attention

The Heart-Led Leader

HEART 100–125 /
Culture 34–40 /
Resilience 34–40

You are already leading with a strong HEART foundation. Your scores reflect a leader who genuinely sees people, holds standards with compassion, and is building a purposeful culture. Focus on deepening your lowest-scoring HEART area and mentoring others around you.

The Giving Leader

Strong HEART
score / Lower
Resilience score

Your leadership practice is strong — you care deeply and lead with heart. However, your resilience scores suggest you may be giving more than you are receiving. You are at risk of burnout if this continues. Your most important investment right now is in yourself.

The Growing Leader

HEART 50–74 / Any
Culture or
Resilience score

You have a genuine heart for your people and are developing a strong leadership foundation. Identify your lowest-scoring HEART letter — this is your growth edge. With focused attention, it can become a strength. The Lead with Heart book gives you the tools to get there.

The Leader in Transition

HEART below 50 /
Low Resilience
score

Your scores suggest you are in a period of significant leadership pressure. This is not a reflection of your capability — it is a signal that you need support, clarity, and space to lead from your values. The most important step is reaching out. You do not have to figure this out alone.

YOUR NEXT STEPS

■ Read Lead with Heart — go deeper on your lowest area

Your lowest scoring HEART letter has a dedicated chapter with frameworks, tools, and real examples. This is where to start. Available now at aspiredlearningandlifestyle.com

■ Book a free discovery call with Karen

Bring your assessment results and talk through what they mean for your leadership journey. Karen offers a free 30-minute discovery call to explore how she can support you. Email: karen.may@aspiredlearningandlifestyle.com

■ Explore the Lead with Heart Mentorship Programme

If your scores show you need more than a book, the mentorship programme offers personal, tailored support to transform your leadership practice and care culture. Limited places available.

■ Share this assessment with your leadership team

The HEART Leader Assessment is most powerful when a whole team completes it together. Share it with colleagues, deputy managers, or team leaders — and use the results to open an honest conversation about your culture.

"This assessment gives you a starting point. The journey to heart-led leadership is one I'd love to walk alongside you." — Dr Karen May

aspiredlearningandlifestyle.com | karen.may@aspiredlearningandlifestyle.com