



LEADERSHIP ASSESSMENT

Grow · Pray · Serve | Dr. Yohana Ndahiriwe | dryohana.com

Rate each statement: 1 = rarely 2 3 = sometimes 4 5 = consistently

Name: _____ Date: _____

G Grow Intentional development	P Pray Spiritual foundation	S Serve Servant leadership
1 I invest daily in personal growth through reading, learning, or reflection. ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5	1 I begin each day with intentional prayer before leading others. ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5	1 I ask 'how can I help?' before 'what do I need?' ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5
2 I actively seek feedback and apply it to improve my leadership. ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5	2 I bring my biggest decisions to God before acting on them. ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5	2 I invest in others' development — not just my own results. ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5
3 I have a clear personal growth plan with specific goals. ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5	3 My faith is visible in the way I lead — not just in what I say. ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5	3 People I lead feel seen, valued, and supported by me. ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5
4 I invest in a mentor, coach, or learning community regularly. ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5	4 I have a consistent prayer practice that grounds me under pressure. ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5	4 I give credit generously and own responsibility when things go wrong. ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5
5 I am growing faster today than I was one year ago. ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5	5 I pray for the people I lead — not just my own outcomes. ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5	5 My service extends beyond my immediate circle — I give back. ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5
Score _____ / 25	Score _____ / 25	Score _____ / 25

GROW	PRAY	SERVE	TOTAL GPS
_____ / 25	_____ / 25	_____ / 25	_____ / 75

SCORE (PER SECTION)	WHAT IT MEANS	NEXT STEP
21–25 Thriving	Strength zone — model it for others	Mentor someone in this area
15–20 Growing	Intentional, but not yet consistent	Identify one habit to lock in this quarter
9–14 Constrained	This area needs focused attention	Schedule a coaching session or cohort
5–8 Critical	Immediate action needed	Contact Dr. Yohana this week

MY ONE COMMITMENT THIS QUARTER

My lowest GPS area: _____

Specific action I will take: _____

Accountability partner: _____ Date to review: _____

GPS LEADERSHIP ASSESSMENT

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WHY THIS MATTERS

Most people never stop long enough to ask themselves the hard questions. They stay busy, stay moving, and hope that momentum is the same thing as direction. It is not. You picked up this assessment because some part of you knows there is more — more clarity, more impact, more alignment between who you are and how you actually show up. That is not arrogance. That is hunger. And hunger, properly directed, is the beginning of every transformation worth having.

Grow

Here is the honest truth about growth: it never gets more convenient. There will always be a reason to put it off — a deadline, a crisis, a season that feels too full for one more thing. The leaders who develop are not the ones who find extra time. They are the ones who decide that development is not optional, no matter what else is competing for their attention. Your score in this section is not a judgment on your intelligence or your commitment. It is simply a mirror. If it shows you something you do not love, that is actually good news — because you cannot fix what you cannot see. Growth starts the moment you get honest about where you are, and it compounds quietly over time into something you will look back on and barely recognize.

Serve

Nobody talks about how lonely service can feel when it goes unnoticed. You give, you show up, you pour out — and sometimes the people you are serving do not even seem to register it. That is the part nobody puts on the leadership poster. But here is what sustained servant leaders know that others do not: the giving itself is the reward. Not because it always feels that way, but because over time, the practice of putting others first rewires something in you. It makes you less fragile, more generous, and far more effective than leaders who are constantly protecting their position. Where this score is low, the question worth asking is not 'am I serving enough?' It is 'am I serving the right way — in ways that actually meet people where they are?' That distinction changes everything.

Pray

There is a particular kind of exhaustion that comes from leading in your own strength. You probably know it. It is the feeling of doing everything right on the outside while quietly running on empty on the inside. Prayer is not a discipline for people who have their lives together. It is oxygen for people who have accepted that leadership is too heavy to carry alone. The leaders who sustain — who do not burn out, do not harden, do not lose their sense of purpose after years of difficulty — they are almost always the ones who have built a real prayer life, not a performative one. Not prayers they say, but conversations they have. If your score here is lower than you want it to be, do not add guilt to the pile. Just start where you are. One honest minute is worth more than an hour of going through the motions.

"The leaders who change the most are the ones who are willing to be the most honest — with God, with themselves, and with the people they lead."

— Dr. Yohana Ndahiriwe