



LEADERSHIP ASSESSMENT

Goal · Position · Strategy | Rate yourself honestly — not aspirationally

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

Name: _____ Date: _____

G Goal Clarity of direction & purpose	P Position Strengths · blind spots · triggers	S Strategy Plan · priorities · accountability
1 I have a clear, written goal I am actively working toward right now. 1 2 3 4 5	1 I can name 3 strengths I consistently bring to my leadership. 1 2 3 4 5	1 I have a clear plan — not just a goal — for how I will achieve my result. 1 2 3 4 5
2 My goal is specific, measurable, and tied to a deadline. 1 2 3 4 5	2 I know which blind spots have slowed me down in the past. 1 2 3 4 5	2 I regularly review and adjust my strategy based on new information. 1 2 3 4 5
3 I can articulate why this goal matters — my personal why. 1 2 3 4 5	3 I recognize the situations or people that trigger my worst responses. 1 2 3 4 5	3 I know which 1–3 actions will move the needle most this quarter. 1 2 3 4 5
4 I review my progress toward this goal at least weekly. 1 2 3 4 5	4 I have received honest feedback about how others experience me under pressure. 1 2 3 4 5	4 I say no to good opportunities in order to protect my highest priorities. 1 2 3 4 5
5 My daily actions are consistently aligned with this goal. 1 2 3 4 5	5 I actively work to close the gap between my intended and actual impact. 1 2 3 4 5	5 I have accountability systems that keep me on track. 1 2 3 4 5
Score _____ / 25	Score _____ / 25	Score _____ / 25

GOAL	POSITION	STRATEGY	TOTAL GPS
 / 25	 / 25	 / 25	 / 75

SCORE (PER SECTION)	WHAT IT MEANS	NEXT STEP
21–25 Leading	Clear, consistent, and high-impact	Document your approach — teach it to others
15–20 Developing	Solid foundation, not yet consistent	Identify one habit to lock in this quarter
9–14 Emerging	Awareness is there — execution gaps remain	Work with a coach or accountability partner
5–8 Starting	Foundational work needed in this area	Schedule a strategy session this week

MY GPS INSIGHT — WHAT THIS REVEALS		
My lowest GPS area: _____	My biggest gap is: _____	One action I will take: _____
My commitment this quarter: _____		Accountability partner: _____
Review date: _____		

GPS LEADERSHIP ASSESSMENT

Goal · Position · Strategy · Dr. Yohana Ndahiriwe · dryohana.com

WHY THIS MATTERS

You already know whether you are operating with real clarity or just staying busy enough not to notice the gap. That feeling of grinding hard without gaining ground — that is not a work ethic problem. It is almost always a direction problem. The GPS framework exists because the leaders who consistently grow are not necessarily the most talented ones in the room. They are the ones who know exactly where they are going, understand themselves well enough not to get in their own way, and build a real strategy instead of just hoping effort will be enough. This assessment will not tell you anything you do not already sense somewhere. What it will do is give that sense a name, a number, and a place to start.

Goal

A goal that does not change your Tuesday is not a goal — it is a preference. The difference between leaders who hit their targets and those who drift into December wondering what happened is almost never talent. It is almost always the specificity and visibility of what they are working toward. Vague goals produce vague results. The sharpest leaders you know are not smarter than everyone else. They are simply clearer. They have done the uncomfortable work of getting specific — specific enough that they can tell you exactly what success looks like, exactly when they expect to reach it, and exactly why it matters to them personally. If your score here is low, the fix is not more motivation. It is more precision. Get the goal out of your head and onto paper, and then put that paper somewhere you cannot avoid.

Strategy

Most leaders do not fail because they lack ambition. They fail because they confuse motion with progress. A full calendar is not a strategy. A long to-do list is not a strategy. A strategy is a clear-eyed decision about what you will do — and just as importantly, what you will not do — in order to close the gap between where you are and where you are going. The leaders who execute best are not the ones who try harder. They are the ones who have built simple systems that protect their priorities from the daily flood of urgent-but-unimportant things that will consume every hour you give them. Where this score is low, the question is not whether you are working hard enough. The question is whether the work you are doing is actually the work that matters most. Answer that honestly, and your next step will be obvious.

Position

Every leader has a gap between who they intend to be and who they actually are under pressure. Most never close it — not because they lack character, but because they never look at it directly. Position is the hardest section on this assessment because it requires you to be honest about the things that are easiest to rationalize: the blind spots you have explained away, the triggers you have blamed on other people, the strengths you have overclaimed. The leaders who compound over time — who keep getting better in their forties and fifties when most people have peaked — they are almost always the ones who stayed curious about themselves. Not self-obsessed. Curious. There is a difference. One produces navel-gazing. The other produces the kind of self-knowledge that makes you genuinely easier to follow, trust, and grow alongside.

"Your potential is not the problem. Your focus, your self-knowledge, and your strategy — those are the leverage points."

— Dr. Yohana Ndahiriwe