

THE HIDDEN COSTS OF LEADERSHIP PRESSURE™

SCORECARD

How much is leadership pressure really costing you?

Rate each statement from 1–10 based on your experience during the past 90 days.

1 = Significant concern | 5 = Inconsistent / needs attention | 10 = Exceptional / operating at my best


1

CAPACITY

How much of you is available for what matters?

Consider your mental and emotional bandwidth, calendar alignment, delegation, and whether you have energy available at the end of demanding days.

EXECUTIVE INSIGHT: My problem may not be insufficient time. It may be insufficient capacity for the things that matter most.

YOUR SCORE

____ /10

COST QUESTION:

How many hours each week are being consumed by work, problems, meetings, or decisions that should no longer require your involvement?

Estimated hours: _____ per week


2

CLARITY

Do you know what deserves your attention?

Consider your priorities, ability to distinguish urgency from importance, saying no to distractions, and having mental space for strategic thinking.

EXECUTIVE INSIGHT: More activity doesn't necessarily produce more progress. Greater clarity changes where I invest my attention.

YOUR SCORE

____ /10

COST QUESTION:

What important opportunity, initiative, or priority is receiving less attention because your attention is fragmented?

Estimated financial/opportunity cost: \$ _____


3

HEALTH

Can your physical capacity support your ambition?

Consider your energy, sleep, recovery, movement, nutrition, boundaries, preventive healthcare, and whether your current pace feels sustainable.

EXECUTIVE INSIGHT: My health isn't separate from my leadership capacity. It supports everything else I want to accomplish.

YOUR SCORE

____ /10

COST QUESTION:

How many days each month would you describe as operating noticeably below your normal physical or mental capacity?

Estimated days: _____ per month

RATE. REFLECT. RECLAIM WHAT MATTERS MOST.


4

RELATIONSHIPS

Are the people who matter getting your best?

Consider your presence with your spouse, family, friends, leadership team, and colleagues. Think about whether pressure is affecting your patience, communication, availability, or ability to be fully present.

EXECUTIVE INSIGHT: Professional success loses some of its value when the people I care about experience only what's left of me.

YOUR SCORE

____ /10

COST QUESTION:

Which relationship is currently paying the highest price for the pressure you're experiencing?

Relationship: _____

If nothing changes for another year, what could it cost you?


5

DECISION QUALITY

Are you making important decisions from your best state?

Consider whether fatigue, urgency, frustration, fear, information overload, or pressure is influencing your judgment. Also consider whether you're postponing decisions, overthinking them, or making them too quickly to remove them from your plate.

EXECUTIVE INSIGHT: One better executive decision can potentially create more value than months of increased productivity.

YOUR SCORE

____ /10

COST QUESTION:

Think about one decision during the past 12 months that you would make differently today.

What did that decision ultimately cost?

\$ _____

_____ hours

Other consequences: _____


6

LEGACY

Is your success connected to something meaningful?

Consider whether you know what you're ultimately building, whether your professional success still feels meaningful, whether you're developing people who can succeed without you, and whether the life you're creating resembles the life you actually want.

EXECUTIVE INSIGHT: Achievement answers what I accomplished. Legacy answers what all of it ultimately meant.

YOUR SCORE

____ /10

COST QUESTION:

If the next five years look exactly like the last five years, would you be satisfied with where they take you?

Yes Unsure No

What would you most regret not changing?

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YOUR LEADERSHIP CAPACITY SCORE

Add your six scores.

-  1 Capacity _____ /10
-  2 Clarity _____ /10
-  3 Health _____ /10
-  4 Relationships _____ /10
-  5 Decision Quality _____ /10
-  6 Legacy _____ /10

TOTAL SCORE

____ /60

The pattern matters more than the number.

SCORE INTERPRETATION GUIDE

51–60	STRONG Protect and Optimize
41–50	FUNCTIONAL Hidden Costs Emerging
31–40	PRESSURED Meaningful Costs Developing
21–30	DEPLETED Significant Intervention Needed
6–20	CRITICAL Current Pace May Be Unsustainable



LOWER SCORES REVEAL HIGHER HIDDEN COSTS.
Focus first on your lowest 1–2 pillars.

THE HIDDEN COST CALCULATION



MONEY

What might the issues you've identified be costing you or your organization annually?
\$ _____



TIME

How many executive hours could you realistically recover each week?
_____ hours x 50 weeks = _____ hours annually

What is one hour of your highest-value time worth?
\$ _____ x _____ hours = \$ _____
potential executive-time value



FULFILLMENT

If nothing changed during the next 12 months, what would concern you most?

If these six areas improved substantially, what would become possible personally and professionally?
