

OWN+MODEL+DRIVE® SELF-CHECK

A Quick Reflection for Senior Leaders

Use these 9 statements to take an honest read on how you OWN, MODEL, and DRIVE development today. Your scores show where the practice is already strong and where the gap is wider than you'd like. It's a personal reflection with no norms or validation behind it, so go with your first answer.

Part One takes about 5 minutes. Part Two has 9 questions to work through on your own, with a coach, or with your leadership team.

PART ONE • QUICK SELF-CHECK

For each statement, rate yourself from 1 to 5.

1 Rarely true of me **3** Sometimes true of me **5** Consistently true of me

OWN

SCORE

I hold my own development with the same rigor and regularity I bring to the P&L.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

I lead the organization's development agenda myself and stay close to it week to week.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

I can name my own reactive patterns in the moment.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

OWN SUBTOTAL / 15

MODEL

SCORE

I visibly do what I expect of my people before I ask it of them.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

I talk openly with my team about what I'm working on developmentally, including where I'm struggling.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

My team has seen me respond to a real mistake of mine in real time.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

MODEL SUBTOTAL / 15

DRIVE

SCORE

Development has a standing place on my leadership team's agenda.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

I've built incentives or processes that reward developing others.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

I protect the time, budget, and attention development requires, even under business pressure.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

DRIVE SUBTOTAL / 15

Total OUT OF 45

36–45

You're modeling the discipline. The next move is scale: build it into your team and your systems.

24–35

You're building the habit. Pick the movement where you scored lowest and make it visible this quarter.

Below 24

This is where you have the most room to grow. Start with OWN. MODEL and DRIVE both build on it.

ONE NOTE ON READING THIS

The movement where you scored lowest usually tells you more than the total does. Most leaders have one specific gap.

PART TWO • DISCUSSION GUIDE

For a fuller picture, ask 1 or 2 people who work closely with you to answer the same 9 questions about you. The gap between your view and theirs is often the most useful data point of all.

OWN

- 1 What does "owning" my development mean to me right now?
- 2 Where have I been waiting for someone else (HR, a board member, circumstance) to make my growth non-negotiable?
- 3 What is one reactive pattern of mine that my team could probably name faster than I could?

MODEL

- 4 What have I asked of my people that I haven't yet visibly done myself?
- 5 When did I last let my team see me learning something out loud in real time, including getting it wrong?
- 6 If someone described how I talk about my own growth, what would they say?

DRIVE

- 7 Where does development actually show up in how we run this business (our team meetings, the budget, the incentives) versus where it only shows up in what we say?
- 8 What have I built that rewards people for developing others, not just for hitting their numbers?
- 9 What would have to be true for development to survive a bad quarter without being the first thing we cut?

WHERE TO START

Start with the movement that scored lowest, or the question that was hardest to answer honestly. We'd like to hear where you landed and what you want to explore next.

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