

Good Boss Self-Assessment: Build a Safe & Productive Team Culture

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Welcome!

Congratulations on investing in your leadership growth.

Most of us start as “good” bosses and grow into excellent ones. The single most important first step to becoming a good boss is **listen**.

From there, we build **Safe & Secure Team Culture** through three practical pillars:

- **Consistency** – People know what to expect
- **Support** – People know you have their back
- **Individual Guidance** – You help each person grow

This short assessment will help you:

- Discover whether you naturally lean more toward **Relational Leadership** or **Performance Leadership**
- Evaluate how well you are delivering the three pillars of safe culture
- Identify quick wins you can make this month
- Decide where you might want deeper coaching or mentoring

Let’s get started!

Part 1: Your Natural Leadership Style (Yin/Yang Balance)

Rate each statement from 1–5 (1 = Rarely / Almost Never; 5 = Almost Always)

Relational Leadership (Connection & Trust)

- I actively listen without planning my next response.
- I know personal details about my team members’ lives and show genuine care.
- I create space where people feel safe sharing concerns or ideas.
- I help resolve conflicts by focusing on understanding first.
- I celebrate wins and support people during stress or mistakes.

Total Relational Score: ____ / 25

Performance Leadership (Execution & Standards)

- I set clear expectations and priorities.
- I give timely, specific feedback (both positive and constructive).
- I hold consistent standards without emotional volatility.
- I delegate effectively and review work constructively.
- I keep momentum on goals even when challenges arise.

Total Performance Score: ____ / 25

Interpretation

- **Balanced (within 5–7 points):** Strong, healthy foundation.
- **Higher Relational:** You likely create strong trust but may struggle with clarity or accountability.
- **Higher Performance:** You drive results but risk burnout, disengagement, or low psychological safety.

Reflection Questions

1. What surprised you about your scores? _____
 2. Think of a current or past boss/partner who balanced the side you are weaker in. What worked well? _____
 3. Where do you see the biggest opportunity right now? _____
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Part 2: Safe Culture Audit

Rate each statement 1–5 (1 = Rarely; 5 = Almost Always)

Consistency – People know what to expect from you

- My feedback and reactions are predictable and fair.
- Team members can rely on my word and follow-through.
- Standards and consequences are applied evenly.
- I communicate expectations clearly and repeatedly.

Consistency Subtotal: ____ / 20

Support – People know you have their back

- I support my team during mistakes, stress, or personal challenges.
- I advocate for them with senior leadership when needed.
- I model healthy boundaries and self-care.
- I show appreciation and celebrate progress.

Support Subtotal: ____ / 20

Individual Guidance – You help each person grow

- I tailor coaching and development to each person’s strengths and needs.
- I invest time in mentoring team members.
- I help people improve how they work with others.
- I give clear, compassionate feedback that helps them improve.

Guidance Subtotal: ____ / 20

Total Safe Culture Score: ____ / 60

Boundary Check

Rate these statements:

- I can care deeply about my team while still giving hard feedback and holding authority.
- I maintain clear role boundaries even when I know personal details about people’s lives.
- I can be warm and approachable without needing everyone to like me.

Reflection: What is one boundary you want to strengthen or protect? _____

Part 3: Your Action Plan

Quick Wins (Choose one per pillar)

Consistency

1. _____
2. _____

Support

1. _____
2. _____

Individual Guidance

1. _____
2. _____

My Listening Commitment This Month

I will practice deep listening by:

My Biggest Insight from This Assessment

Next Steps

This assessment is just the beginning.

If you want to go deeper — through structured coaching (discovery-focused) or mentoring (with direct advice and frameworks from 40 years of experience) — I’m ready to help.

Two easy ways to continue:

1. **Book a free 20-minute discovery call** – Let’s talk about your results!
2. **Join the waitlist** for my next “How to Be a Good Boss” 1.5 day workshop.

Email lori@swarnerassociates.com

You’ve already taken a powerful step by completing this assessment. The teams that thrive are led by bosses who keep growing!

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