



# THE LEADERS REALITY CHECK

## ARE YOU REALLY LEADING...OR JUST KEEPING THINGS TICKING OVER?

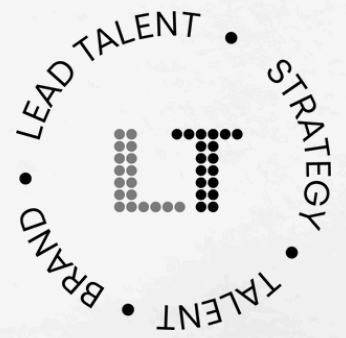
Most SME leaders are running fast, reacting faster, and feeling like they're holding everything together. But leadership isn't about keeping the plates spinning, it's about creating **momentum, clarity, and confidence** for your team.

This quick reality check helps you take stock of where your business really stands, and where your time and focus are best spent next.

So, take 5 minutes. Be honest. See what surfaces.

For each statement below, score yourself: 3 = Always | 2 = Sometimes | 1 = Rarely

	Area	Statement	Score
1	Direction	Everyone in the business is clear on what success looks like this quarter.	
2	Decision Making	Decisions flow easily through the business, they don't all land back with me.	
3	Accountability	Each team member knows what they own, and delivers without chasing.	
4	Structure	We have the right people in the right seats to achieve our goals.	
5	Focus	I spend at least 20% of my week on strategic work (not operations).	
6	Clarity	Our business plan is simple, visible, and reviewed regularly.	
7	Capacity	I could step away for two weeks and the business would keep moving forward.	
8	Agility	When the market shifts, we can pivot quickly and confidently.	
9	Leadership	I have a trusted team around me who challenge my thinking, not just agree.	
10	Energy	I end most weeks feeling we've moved forward, not just survived.	
Total Score			



# RESULTS

## WHAT DOES YOUR SCORE MEAN?



### Firefighter (Score 10–16):

**Your Reality:** You're holding things together but at a cost. Your energy goes on reacting, not leading.

**What to focus on:** Start small, protect 60 minutes a week for strategy time and delegate one "fire" to your team each week.



### Operator (Score 17–23):

**Your Reality:** You're steady and dependable, but bigger-picture momentum slips down the list.

**What to focus on:** Define your 90-day priorities and reconnect your team around them.



### Strategist (Score 24–30):

**Your Reality:** You're spending time on the right things, shaping, guiding, adapting.

**What to focus on:** Keep pressure-testing your plan and building leadership depth beneath you.

# TIME TO REFLECT

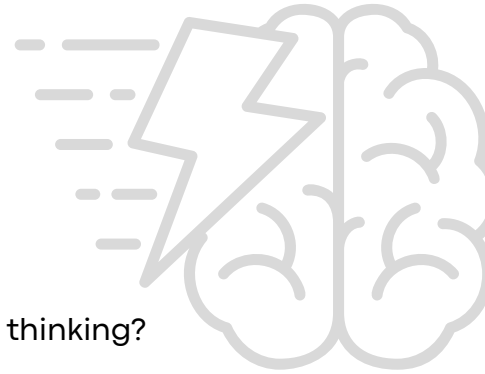
NO ONE HAS ALL THE ANSWERS, NOT EVEN THE BEST LEADERS.

Now write down your thoughts on each of the following areas:

- Where are we strong?
- What's consistently slipping through the cracks?
- What would free me up to focus more on the business?
- Where could an outside perspective add clarity or challenge our thinking?

Those who pause to reflect, ask the **right questions**, and **get a clear outside perspective build stronger, more agile businesses**. If your score revealed more firefighting than focus, it's time to change the conversation.

In the last 10 years, Patrick Maloney has worked with over 75 SME leaders to create the space, clarity, and structure that turns good intentions into tangible growth. Ready to grow? Then get in touch.



## LETS TALK.

For an exploratory, no-pressure conversation contact:

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