



Leadership Gap Diagnostic

Identify the Organizational Behaviors That Strengthen Performance

This is not a quiz or assessment. It's a short diagnostic to help experienced leaders recognize where leadership work has shifted — and where opportunity now exists.

Estimated time: 5–7 minutes

Question 1: Where conflict went

In teams you've worked with recently, how were disagreements most often handled?

- A. A leader interpreted intent and decided
 - B. The team discussed it, with mixed resolution
 - C. Issues resurfaced later in indirect ways
 - D. Teams had shared ways to resolve tension early
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Question 2: Decision clarity

When decisions stalled or were revisited, the root cause was usually:

- A. Lack of authority
 - B. Too many opinions
 - C. Unclear decision process
 - D. Insufficient data
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Question 3: Feedback flow

In your experience, developmental feedback was primarily:

- A. Manager-led, one-on-one
 - B. Periodically supported by HR
 - C. Avoided unless performance declined
 - D. Shared through agreed team practices
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Question 4: Invisible work after flattening

After management layers were reduced, what happened to the work they carried?

- A. It largely disappeared
 - B. It spread across team members
 - C. Senior leaders absorbed it
 - D. It was intentionally redesigned
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Question 5: Role clarity in flatter teams

In flatter or cross-functional teams you've observed, expectations around collaboration were:

- A. Assumed based on role
 - B. Set by managers
 - C. Worked out informally
 - D. Explicitly co-created and revisited
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Question 6: Change absorption

When new tools or AI capabilities were introduced, teams most often:

- A. Followed leader direction closely
 - B. Figured it out independently
 - C. Showed indirect resistance
 - D. Adapted through shared learning and norms
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Question 7: Leadership leverage

Across your career, leadership impact was strongest when it came from:

- A. Individual expertise
 - B. Positional authority
 - C. Facilitation and systems
 - D. Technology enablement
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Question 8: Forward contribution

Looking ahead, where do you see your greatest opportunity to contribute?

- A. Solving problems directly
 - B. Advising leaders one-on-one
 - C. Designing systems others can use
 - D. Still clarifying what's next
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What this diagnostic reflects

Organizations rarely struggle because they lack a mission, vision, values, or strategy. They struggle because the shared behavioral conditions needed to translate those intentions into everyday practice have not been intentionally developed.

How to read your responses

Notice which answers appeared most often — or which felt most familiar. Most experienced leaders recognize themselves most strongly in one of the patterns below. This isn't a label or score. It's a way to orient how leadership work has shifted — and how you may want to engage it next.

Pattern 1: Hierarchy Carryover

Leadership work remained organized around role, authority, and escalation, even as structures flattened. As a result, clarity around decisions, feedback, and accountability often eroded.

What this suggests:

Clarifying which leadership functions now need shared structure may be an important next step.

Pattern 2: Burnout Transfer Zone

Leadership work didn't disappear — it spread. Coordination, conflict resolution, and sensemaking moved into teams or individuals without clear norms or process.

What this suggests:

Redesigning leadership work as shared, supported systems can prevent repeating the same strain.

Pattern 3: Transitional Readiness

There's awareness that leadership now requires shared norms, clearer feedback systems, and facilitation — even if those systems weren't fully in place.

What this suggests:

You may be well positioned to explore leadership systems that scale trust, feedback, and coordination.

Pattern 4: System Architect Readiness

Leadership is viewed through systems, facilitation, and structures others can use — not just expertise or authority.

What this suggests:

Licensing a behavior-based Organizational Development Architecture system may align with how you want to create impact next.

The concepts introduced in this diagnostic are part of the broader TIGERS Organizational Development Architecture described in **How TIGERS Works**. If you'd like to explore how the architecture is applied within organizations, we'd be happy to continue the conversation.

Ready to Translate Your Strategy into Everyday Practice?

If your organization is looking for a practical way to strengthen leadership, improve workplace culture, develop managers, or build stronger organizational capability, we'd welcome the opportunity to learn more about your goals.

An OD Licensing Alignment Conversation provides an opportunity to explore your organization's challenges, discuss possible solutions, and determine whether the TIGERS 6 Principles™ are the right fit for your organization or consulting practice.

[Schedule an OD Licensing Alignment Conversation](#)

Many leaders sit with this insight for a while before deciding what comes next.