



LEADERSHIP HEALTH SCORE

Strong leadership is crucial for guiding your practice towards its goals. Effective leaders inspire and motivate teams, fostering collaboration and maximizing productivity resulting in a positive practice culture!

Aligned



ALIGNED

Strong leadership is aligned around vision and values to ensure cohesive direction and decision-making.

Smart



SMART

Strong leadership thinks smarter, strategically assessing situations and making informed choices that drive growth and success through data and systems.

Healthy



HEALTHY

Strong leadership promotes a healthy culture of trust, communication, and fosters team engagement and innovation.

✓ Leadership Health Score

1 I/We have a clear vision for the practice that is documented and am confident that we have the ability to get there.

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨ ⑩

WEAK **STRONG**

2 I/We are completely aligned as leaders and demonstrate a high level of trust in ourselves/each other.

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨ ⑩

WEAK **STRONG**

3 I/We have weekly leadership meetings and are committed to these meetings.

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨ ⑩

WEAK **STRONG**

4 I/We have established and documented a core purpose and core values through which all practice decisions are filtered and serve as guiding principles.

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨ ⑩

WEAK **STRONG**

5 I/We have a documented function and accountability chart that represents the practice now and 18 months from now, including all of the seats that support practice success.

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨ ⑩

WEAK **STRONG**

6

I/We have confidence in leading the organization through data. Data is tracked consistently and used to measure performance and make decisions.



WEAK

STRONG

7

I/We lead the team in being accountable to practice data and discuss what to do when metrics are off track.



WEAK

STRONG

8

I/We have established successful outcomes and annual goals for the practice that drive the focus for our quarterly priorities and are visible to the team.



WEAK

STRONG

9

I/We know exactly what sets us apart and who is our avatar patient.



WEAK

STRONG

10

I/We feel completely confident in the profitability of the practice.



WEAK

STRONG

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11 I/We actively work to recognize and understand the emotions and concerns of team members by consistently conducting one-on-one check-ins.

1 2 3 4 5 6 7 8 9 10

WEAK **STRONG**

12 I/We have focus on the greater good of the practice and the team more so than myself/ourselves.

1 2 3 4 5 6 7 8 9 10

WEAK **STRONG**

13 I/We have a commitment to continuous learning and professional development and efficiently share those learnings with my fellow leaders and team members.

1 2 3 4 5 6 7 8 9 10

WEAK **STRONG**

14 I/We regularly work through my/our feelings in order to respond rather than react and hold the team accountable to do the same.

1 2 3 4 5 6 7 8 9 10

WEAK **STRONG**

15 I/We consistently have candid conversations about thoughts and ideas. I/we approach conflict in a productive manner.

1 2 3 4 5 6 7 8 9 10

WEAK **STRONG**

TOTAL:

Divide by 15 to get the average. This is your **Leadership Health Score**

ALIGNED =

SMART =

HEALTHY =



LEADERSHIP HEALTH SCORE =