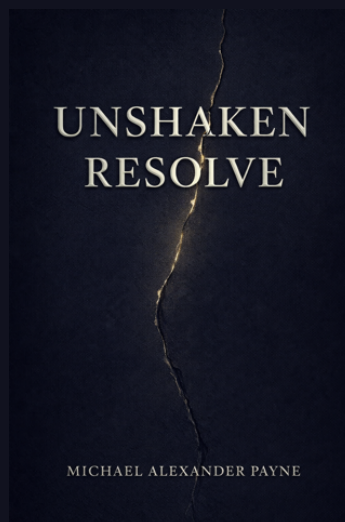


UNSHAKEN

LEADERSHIP PRESSURE AUDIT



A 15-minute assessment to identify where pressure is leaking into your leadership, team, and culture.

Pressure does not create leadership. It reveals it.

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How to Use This Audit

This audit is designed to help you identify where pressure may be creating breakdowns inside your leadership, team, or organization. It is not about blame. It is about clarity.

Core Leadership Truth

Once you can see the pressure point, you can lead it.

Scoring Scale

1	2	3	4	5
Rarely true	Sometimes true	Usually true	Consistently true	Always true

Instructions

- Read each statement and score it honestly from 1 to 5.
- Do not answer based on how you wish things were. Answer based on what is actually happening right now.
- Add the five scores in each section for a section total out of 25.
- Add all seven section totals for a total score out of 175.
- Your lowest section score identifies the primary pressure leak to address first.

Quick Scorecard

Category	Score	Max
Preparation and Structure	—	25
Calm and Communication	—	25
Identity and Integrity	—	25
Accountability and Standards	—	25
Influence and Team Alignment	—	25
Resilience and Emotional Weight	—	25
Multiplication and Leadership Development	—	25
Total Score	—	175

SECTION 1

Preparation and Structure

Pressure exposes preparation. This section measures whether you and your team have the structure needed to perform when things become uncertain.

#	Statement	Score 1-5
1	I have a clear weekly leadership rhythm that keeps me focused on the right priorities.	___
2	My team knows what matters most this week, this month, and this quarter.	___
3	When pressure rises, we have a clear process for deciding what happens next.	___
4	Meetings are structured, purposeful, and tied to execution rather than random updates.	___
5	My team understands what to do without needing constant supervision.	___

Section 1 Total

Add the five scores above. Section total: ___ / 25

SECTION 2

Calm and Communication

Calm is contagious. So is panic. This section measures whether your communication stabilizes the environment or unintentionally adds pressure to it.

#	Statement	Score 1-5
1	When pressure rises, I slow down enough to think before I respond.	___
2	I communicate clearly without creating unnecessary emotional escalation.	___
3	My team can tell the difference between true urgency and emotional urgency.	___
4	I ask clarifying questions before making assumptions or reacting.	___
5	My tone, timing, and presence help the team think more clearly under pressure.	___

Section 2 Total

Add the five scores above. Section total: ___ / 25

SECTION 3

Identity and Integrity

Identity must precede authority. This section measures whether your leadership is anchored in values or overly dependent on title, emotion, approval, or pressure.

#	Statement	Score 1-5
1	I know who I am as a leader beyond my title, role, or position.	—
2	I have clearly defined non-negotiables that guide my decisions.	—
3	I do not compromise standards simply because financial, social, or organizational pressure increases.	—
4	My team sees consistency between what I say and how I lead.	—
5	I can make the harder right decision even when the easier wrong decision would be more comfortable.	—

Section 3 Total

Add the five scores above. Section total: ____ / 25

SECTION 4

Accountability and Standards

Culture is what people do when the leader is not in the room. This section measures whether your team knows what right looks like.

#	Statement	Score 1-5
1	My team clearly understands the standards we are expected to operate by.	___
2	Accountability is handled consistently, not emotionally.	___
3	We correct issues early before they become cultural patterns.	___
4	People know what right looks like in communication, performance, follow-up, and client/team interaction.	___
5	We do not tolerate repeated behavior that weakens trust, standards, or execution.	___

Section 4 Total

Add the five scores above. Section total: ___ / 25

SECTION 5

Influence and Team Alignment

If you can only lead when you are in charge, you are not truly leading. This section measures whether influence is flowing across, down, and up.

#	Statement	Score 1-5
1	I can influence people even when I do not have formal authority over them.	—
2	My team members support one another instead of operating in silos.	—
3	Middle leaders or key team members understand how to lead across, down, and up.	—
4	Communication between leadership and the team is clear, honest, and timely.	—
5	People understand how their individual work connects to the larger mission.	—

Section 5 Total

Add the five scores above. Section total: ____ / 25

SECTION 6

Resilience and Emotional Weight

Leaders carry weight. The question is whether they carry it with discipline or transfer it to the people around them.

#	Statement	Score 1-5
1	I can carry pressure without transferring panic, frustration, or anxiety to the team.	___
2	I have healthy rhythms that allow me to recover mentally, physically, and spiritually.	___
3	I can address difficult conversations without avoiding them or overreacting.	___
4	I recognize when I am leading from fatigue, emotion, or frustration.	___
5	My team would describe me as steady under pressure.	___

Section 6 Total

Add the five scores above. Section total: ___ / 25

SECTION 7

Multiplication and Leadership Development

Leadership that is not transferred eventually disappears. This section measures whether your leadership is being multiplied through other people.

#	Statement	Score 1-5
1	I am intentionally developing leaders who can carry responsibility without me being involved in every decision.	___
2	My knowledge, standards, and expectations are being transferred to others.	___
3	The team does not depend on me personally for every answer, decision, or correction.	___
4	I am building systems, habits, and people that will outlast my direct involvement.	___
5	I regularly coach, mentor, or train others to lead with greater clarity and ownership.	___

Section 7 Total

Add the five scores above. Section total: ___ / 25

What Your Score Means

140-175: Unshaken Leader

You have strong leadership rhythm, clear standards, and a steady presence under pressure. Your main opportunity is refinement, multiplication, and scale. You may not need a full reset, but you would benefit from strategic leadership consulting focused on developing other leaders, strengthening culture, and preparing for the next level of growth.

105-139: Stable but Strained

You are leading with strength, but pressure is beginning to reveal gaps. The organization may still be performing, but the leader is carrying too much weight personally. Focus on building leadership rhythm, communication structure, and accountability systems before strain turns into drift.

70-104: Pressure Leaks Are Showing

Pressure is actively affecting performance, communication, culture, or decision-making. The team may be busy, but not fully aligned. This is the ideal stage for the Unshaken Leadership Intensive: identify the biggest pressure leaks and install structure, standards, rhythm, and communication clarity.

35-69: Leadership Red Zone

The organization or team is operating in reactive mode. Pressure is driving behavior instead of leadership driving pressure. Immediate leadership intervention is needed. Start with a focused leadership clarity session and build a 30-day stabilization plan.

Common Signs by Score Range

- Communication depends too heavily on the leader.
- Accountability is inconsistent or emotional.
- Team members are unclear on priorities.
- Urgency turns into panic instead of structured action.
- Leadership development is informal rather than intentional.
- The leader is exhausted from carrying too much weight alone.

Find the Primary Pressure Leak

Your lowest section score reveals the first area to address. Do not try to fix everything at once. Start where pressure is leaking the most.

Lowest Section	Pressure Leak	Leadership Focus
Preparation and Structure	People are working hard, but the system is not strong enough to keep everyone aligned.	Clarify priorities. Build meeting rhythm. Define decision protocols. Create weekly execution structure.
Calm and Communication	The team may be reacting faster than it is thinking.	Slow the room down. Ask better questions. Separate facts from emotion. Create communication discipline.
Identity and Integrity	You may be leading from role, urgency, approval, or survival instead of conviction.	Define non-negotiables. Clarify leadership identity. Build a decision filter. Protect integrity under pressure.
Accountability and Standards	People may be interpreting standards differently, which creates inconsistency and frustration.	Define behavioral standards. Correct drift early. Make accountability consistent. Reward what should be repeated.
Influence and Team Alignment	People may be working in silos or waiting for authority instead of owning influence.	Strengthen middle leadership. Clarify communication channels. Align individual roles with the larger mission.
Resilience and Emotional Weight	The leader is absorbing weight but may not have a healthy system to process it.	Build recovery rhythm. Address emotional fatigue. Create support systems. Lead from steadiness, not depletion.
Multiplication and Leadership Development	The organization may perform when you are present but weaken when you step away.	Train leaders. Document standards. Delegate with doctrine, not just tasks. Build people who can carry the mission forward.

Reflection and 7-Day Reset

Reflection Questions

1. Which section had the lowest score?

2. Was that result surprising, or did it confirm what you already knew?

3. Where is pressure currently showing up the most in your leadership or team?

4. What is the cost of leaving this pressure leak unaddressed for the next 90 days?

5. What would change if this area became stronger?

6. Who else on your team needs to take this audit?

7. What is one leadership action you need to take in the next seven days?

The 7-Day Leadership Reset

After completing the audit, choose one pressure leak and take one action this week. Do not try to fix everything at once. Choose one hinge. Small hinges open big doors.

If your issue is preparation: Create a weekly leadership rhythm.

If your issue is calm: Take two controlled breaths before responding to pressure.

If your issue is identity: Write your three leadership non-negotiables.

If your issue is accountability: Define what right looks like in one area of team behavior.

If your issue is alignment: Clarify the top three priorities with your team.

If your issue is resilience: Schedule one protected recovery block this week.

If your issue is multiplication: Identify one person you need to start developing more intentionally.

Final Leadership Question

Pressure is already speaking inside your organization. Will you let pressure shape the culture by accident, or will you lead with structure, clarity, and resolve?

NEXT STEP

Schedule an Unshaken Leadership Clarity Call

If this audit revealed pressure leaks in your leadership, team, or culture, the next step is a focused conversation to identify what needs to be clarified, corrected, or strengthened.

During the call, we will identify:

Where pressure is showing up.

What leadership gap is causing the most friction.

What needs to be clarified, corrected, or strengthened.

What your next 30 days of leadership should focus on.

Message: "UNSHAKEN"

www.unshakenresolve.com

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