



Leadership Mirror™ Assessment Guide

See the gap between the leadership you intend and the leadership your team experiences.

Intention is yours.

Impact is theirs.



What This Is

The Leadership Mirror™ Assessment compares how you believe your leadership is experienced with how your team actually experiences it.

You complete the assessment based on what you believe your team consistently experiences. Your team completes the same assessment based on what they actually experience.

The power isn't in either perspective alone.

It's in the comparison.

What Makes This Different

Most leadership assessments look at broad leadership themes. The Leadership Mirror™ gets more specific.

It looks at the everyday experiences through which trust is built — or quietly eroded.

13 DIMENSIONS OF TRUST

✓ Trust Foundations

Fairness · Psychological Safety · Support ·
Communication Integrity

✓ Leadership of People

Accountability · Performance Evaluation · Expectations ·
Empowerment · Development

✓ Leadership of the Business

Openness to Challenge · Understanding the Work ·
Direction · Strategic Confidence

Because trust isn't just one thing.

YOUR
PERCEPTION



THEIR
EXPERIENCE

Alignment reinforces strengths. Gaps reveal blind spots.

Curious if this is the right fit for you?
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The Big Idea

You can't close a gap you can't see.

The goal isn't simply awareness. It's understanding what's driving the gap — and deciding what you want to do differently.

How It Works

01 — You complete the assessment

Based on what you believe your team consistently experiences.

02 — Your team completes the same assessment

Based on what they actually experience.

03 — The results are compared

Making alignment and meaningful perception gaps visible.

04 — We debrief the results together

Turning insight into focused development and action.

**The power of the
Leadership Mirror™
isn't in either
perspective alone.**

**It's in the
comparison.**



What You'll See

- ✓ Where your perception and your team's experience align
- ✓ Your largest perception gaps
- ✓ Patterns across the 13 dimensions
- ✓ Where trust may be strengthening or eroding
- ✓ Differences across groups, when relevant
- ✓ Where focused development may have the greatest impact



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