



Culture Under Pressure Assessment™

Evaluating Leadership Stability When Pressure Increases

Context

This tool is based on the principles outlined in the eBook: 'Culture Under Pressure: Why Standards Are Revealed When Targets Tighten.'

How to Use This Tool

Score each statement from 1–5 based on your current reality, not your intention.

- 1 — Rarely demonstrated
- 2 — Occasionally demonstrated, but inconsistent
- 3 — Sometimes demonstrated, but inconsistent
- 4 — Consistently demonstrated in most situations
- 5 — Clearly demonstrated, consistently reinforced, and leadership owned

Calculate the average score for each category. Then calculate the average of all five category scores for your final assessment score.

1. Standards Under Pressure

Statement	Score (1-5)
Expectations remain clear during difficult periods	_____
Standards are enforced consistently, even when pressure rises	_____
Leaders avoid making exceptions for convenience	_____
Performance does not excuse behavior	_____
Category Average: _____	

2. Leadership Composure

Statement	Score (1-5)
Leaders remain calm and measured under stress	_____
Emotional reactions do not drive decisions	_____
Difficult conversations are handled professionally	_____
Leaders create stability rather than amplify anxiety	_____
Category Average: _____	

3. Accountability Consistency

Statement	Score (1-5)
Accountability remains fair regardless of role or performance	_____
Protected performers are not tolerated	_____
Consequences remain predictable	_____
Employees trust that standards apply equally	_____
Category Average:	_____

4. Discipline During Urgency

Statement	Score (1-5)
Process is not abandoned when pressure increases	_____
Communication remains structured and clear	_____
Leaders avoid reactive decision-making	_____
Urgency does not become an excuse for inconsistency	_____
Category Average:	_____

5. Employee Sustainability

Statement	Score (1-5)
Employees believe difficult periods have direction	_____
Recovery feels possible	_____
Leadership understands the human impact of prolonged strain	_____
The environment remains psychologically sustainable	_____
Category Average:	_____

Overall Assessment Score

Average of all five category scores: _____ / 5

Score Interpretation

4.1–5.0 — Stable Under Pressure

Leadership behaviors reinforce trust, consistency, accountability, and emotional stability during difficult periods.

3.1–4.0 — Generally Stable, With Visible Stress Points

Pressure is being managed reasonably well, but certain leadership behaviors may be creating unnecessary strain.

2.1–3.0 — Pressure Is Affecting Culture

Employees are likely experiencing inconsistency, uncertainty, declining trust, or emotional fatigue.

1.0–2.0 — Pressure Is Driving the Culture

Leadership behaviors are becoming reactive, standards are weakening, and culture is increasingly unstable.

30-Day Leadership Commitment

Which area presents the greatest risk to culture under pressure?

What leadership behavior needs to change first?

Who will own this improvement?

How will progress be measured within the next 30 days?
