



Leadership Capacity & Goal Alignment Check

Purpose

To help assess whether current goals are aligned with emotional, relational, and nervous-system capacity—so execution is sustainable, not forced.

1. Reality Check: Capacity Before Commitment

List your top 3 goals for the next 60–90 days:

1. _____
2. _____
3. _____

For each goal, rate your *current* capacity—not ideal capacity.

Dimension	Low	Moderate	High
Emotional bandwidth (patience, resilience)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Relational bandwidth (difficult conversations, influence)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Cognitive clarity (focus, judgment, prioritization)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Recovery margin (sleep, pause, restoration)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Insight:

Where am I expecting performance without sufficient internal fuel?

2. Motivation Audit: Trust or Pressure? Answer quickly—don't overthink.

- I am pursuing these goals primarily from:
 - Self-trust
 - Self-pressure
 - A mix of both

- When I fall behind, my dominant internal response is:
 - Tighten control
 - Push harder
 - Step back and re-prioritize
 - Withdraw or delay decisions

Reflection:

What does my current approach say about how I relate to pressure?

3. The Invisible Load Inventory

What *non-visible labor* are you carrying that is not reflected in your goals or calendar?

Check all that apply:

- Emotional containment for others
- Ongoing conflict or tension management
- Decision fatigue
- Organizational ambiguity
- Stakeholder politics
- Personal life demands impacting energy
- Other: _____

Reflection:

Which of these most affects my leadership presence right now?

4. Regulation & Decision Quality

Complete the statements honestly:

- When I am dysregulated, my decisions tend to be:
 - Reactive
 - Rushed
 - Avoidant
 - Over-controlling
 - Clear and steady
- The early signals that I'm dysregulated include:

Insight:

What patterns do I see between my internal state and my leadership impact?

5. Strategic Pausing: One Small Shift

Identify **one pause** that would materially improve execution—not slow it.

- A pause I need more of (choose one):
 - Before key decisions
 - Between meetings
 - After difficult interactions
 - Before responding to urgency
 - Weekly strategic reflection

Commitment:

One specific pause I will practice this month:

Closing Reflection

If my leadership goals depended less on effort and more on regulation, what would I do differently starting this week?

High performance is not about pushing harder.

It's about ensuring the leader setting the goals has the internal capacity to carry them.

P.O. Box 101402 Cape Coral, FL 33910

(239) 246-0781

www.themetamorphosiscoach.com