
DAVID NORRIS COACHING

The Leadership Performance Diagnostic

Higher Performance. Less Effort.

I've designed this short diagnostic to help you reflect on your current experience of leadership – where performance comes naturally, and where it takes more effort than it perhaps should.

There are seven questions. There are no right answers.

Once you've completed it, email it to me at david@davidnorriskoaching.com. I'll read your responses personally and write back to you directly with my observations. It's a genuinely useful exercise in its own right. It's free, with no obligation. If, after reviewing my reply, you're curious about what coaching with me might look like, it's also a natural starting point for a conversation.

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QUESTION 01

Describe a moment in the last year when you were leading at your best.

What was happening – and what was the quality of your thinking and inner experience in that moment?

Your answer

QUESTION 02

Now describe a period when leadership felt harder or more effortful than it should.

What was going on from the inside?

Your answer

QUESTION 03

Complete the sentence:

Right now, the quality of my thinking feels...

Your answer

QUESTION 04

When do your best ideas arrive?

In meetings, under pressure, on a walk, in the shower – when does clarity tend to show up for you, and when does it tend to disappear?

Your answer

QUESTION 05

On a leadership spectrum between “feels like I’m performing” (0) and “authentic and present” (10), where are you now – and where do you want to be?

What are your reflections on those two numbers?

Your answer

QUESTION 06

If one thing shifted in how you lead, what would make the biggest difference?

Your answer

QUESTION 07

What would you most want to be different about how you lead six months from now?

Your answer

When you're ready, send your completed responses to:

david@davidnorriskoaching.com

I read every response personally and write back directly.

I may suggest a conversation if it feels like a natural next step – but that's entirely your call.
