

Your Cortex 21st Century Leadership Assessment Scorecard

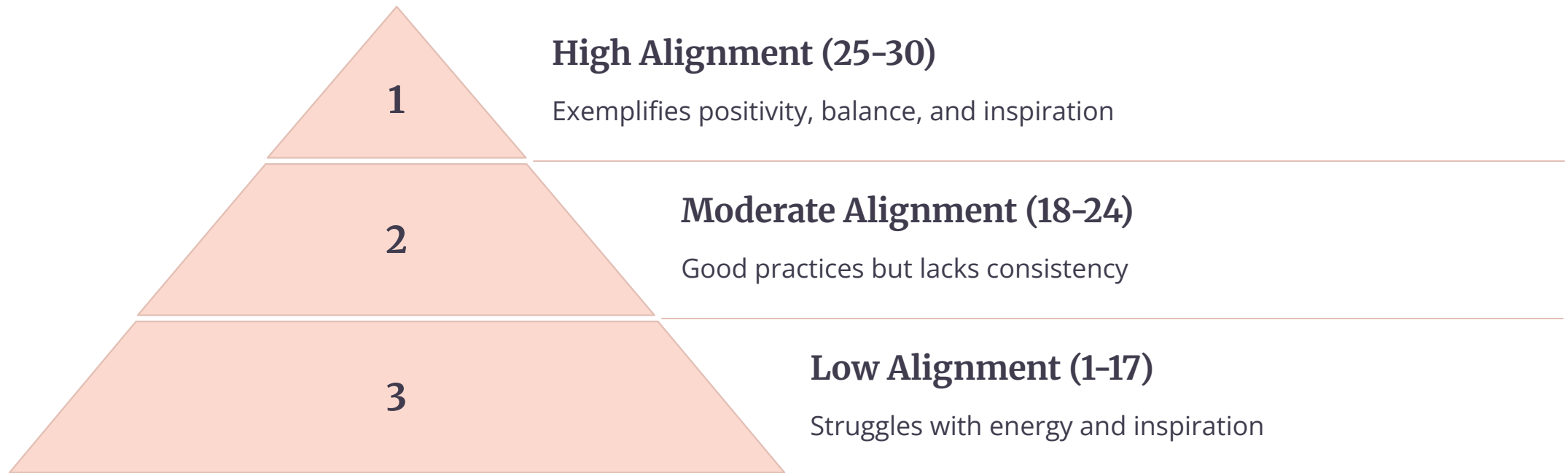
Based on the research from McKinsey & Company about the six main traits of 21st Century Leaders, the following will help you understand your results and recommendations on how to improve them. Find the full article [here](#). Listen to the CoreCast on the topic [here](#).

Scoring Ranges

- 25–30: High Alignment
- 18–24: Moderate Alignment
- 1–17: Low Alignment

 **by Cortex Leadership Consulting**

Positive Energy, Personal Balance, and Inspiration



Path to improvement based on your alignment level:

High Alignment

Mentor others on techniques for maintaining balance and inspiring teams. Continue refining practices through mindfulness and leadership workshops.

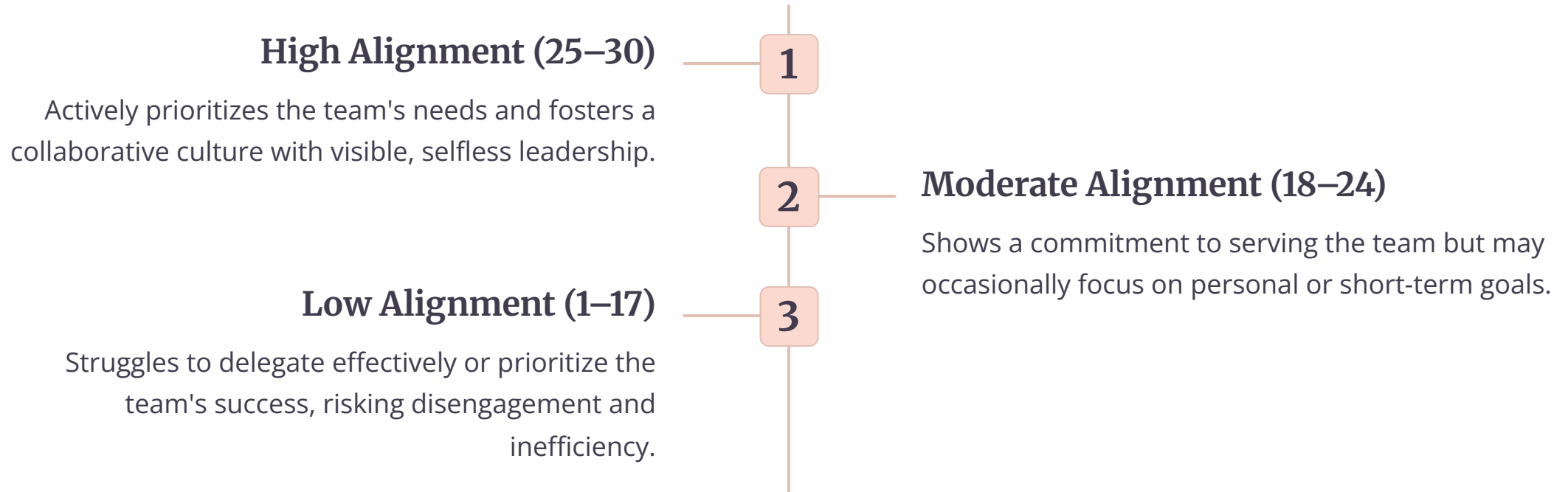
Moderate Alignment

Set clearer goals for personal reflection and team engagement. Use tools like a gratitude journal or feedback sessions.

Low Alignment

Begin a daily mindfulness practice and schedule regular team check-ins to build stronger connections. Consider coaching for improved energy management.

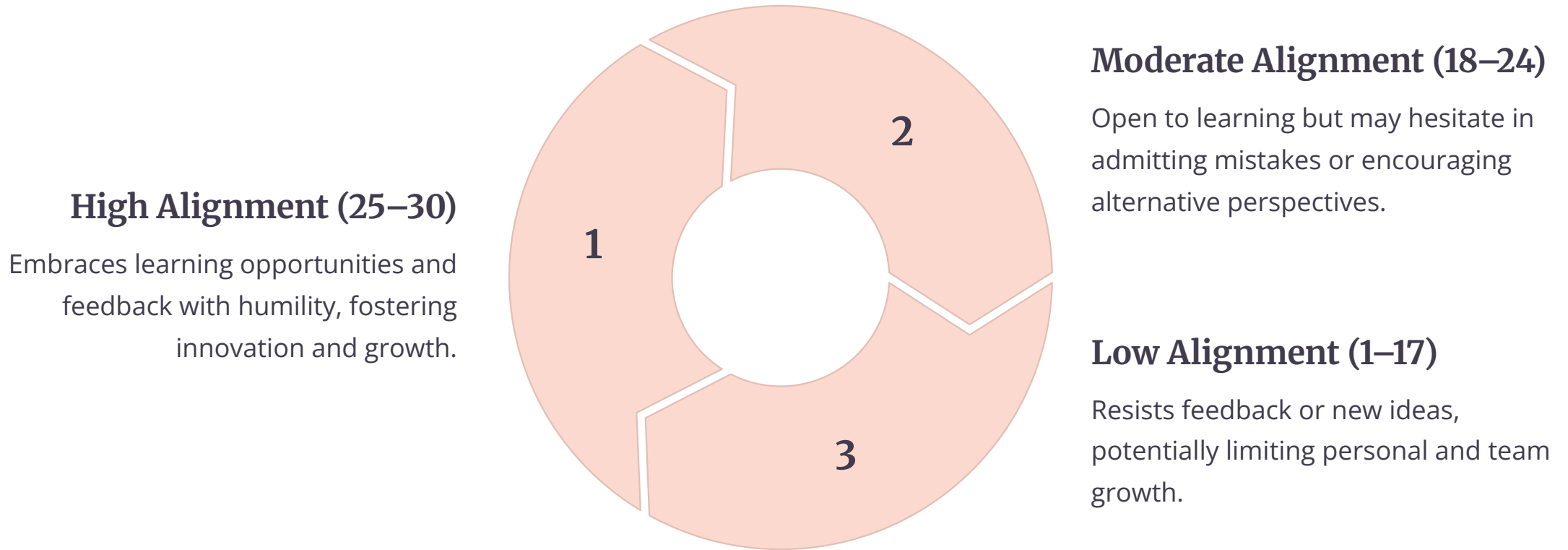
Servant and Selfless Leadership



Recommendations

- High Alignment: Share best practices in servant leadership with peers. Continue seeking feedback for refinement.
- Moderate Alignment: Focus on understanding team strengths and align tasks accordingly. Increase public acknowledgment of team contributions.
- Low Alignment: Attend workshops on servant leadership and set measurable goals to support the team better.

Continuous Learning and Humble Mindset



Recommendations

- High Alignment: Take on roles as a mentor or thought leader to reinforce learning behaviors.
- Moderate Alignment: Schedule monthly learning activities and actively seek peer feedback.
- Low Alignment: Begin with self-awareness training to recognize growth opportunities. Use a learning journal to track progress.

Grit and Resilience

1

High Alignment (25–30)

Demonstrates exceptional perseverance and adaptability, effectively leading through challenges.

2

Moderate Alignment (18–24)

Shows resilience but may struggle with long-term focus or adaptability in high-pressure situations.

3

Low Alignment (1–17)

May struggle to recover from setbacks or lead confidently during challenges.

Recommendations

- High Alignment: Share your strategies for resilience with your team. Explore advanced resilience-building techniques.
- Moderate Alignment: Develop an action plan for long-term goals. Practice mindfulness to build emotional resilience.
- Low Alignment: Enroll in resilience training programs and seek mentorship for guidance during challenges.

Levity



High Alignment (25–30)

Effectively uses humor to foster connections and defuse tension, creating a positive team atmosphere.



Moderate Alignment (18–24)

Occasionally uses humor but may lack consistency in building rapport or easing tension.



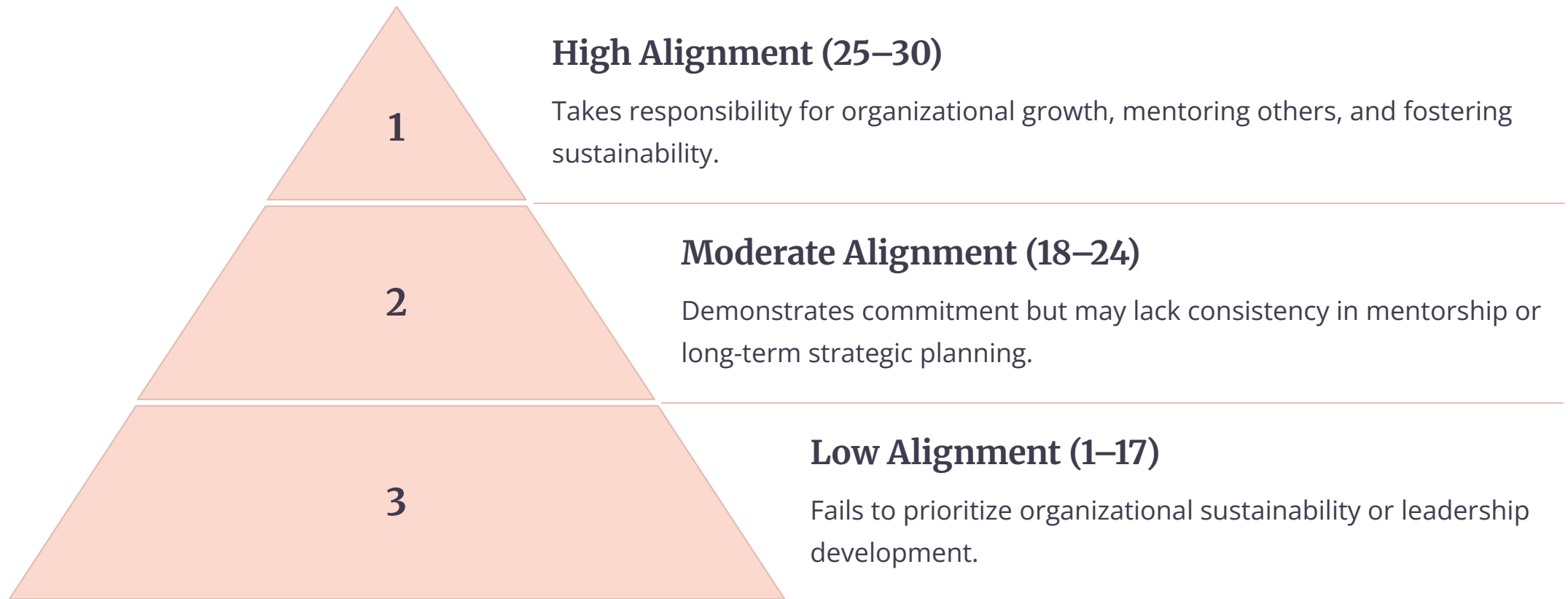
Low Alignment (1–17)

Struggles with using humor appropriately, potentially leading to a rigid or tense team dynamic.

Recommendations

- High Alignment: Host team-building activities to encourage levity in the workplace.
- Moderate Alignment: Reflect on opportunities to use humor more intentionally. Build rapport through casual conversations.
- Low Alignment: Participate in workshops or read materials on using humor effectively in professional settings.

Stewardship



Recommendations

- High Alignment: Expand your efforts by mentoring potential leaders outside your immediate team.
- Moderate Alignment: Allocate time for mentoring and long-term strategy discussions.
- Low Alignment: Develop a leadership pipeline and focus on long-term strategic goals. Engage in leadership development training.

Next Steps

1 Action Plan

Identify three focus traits and create measurable goals for improvement.

2 Resources

Include tailored recommendations for books, training, or mentoring based on assessment results.

For one-on-one coaching to debrief you on your results and a customized development plan, contact info@cortexleadership.com.

