

FROM DOER TO DRIVER: YOUR LEADER MINDSET SCORECARD

*A Self-Reflection Tool for Upcoming,
New, and Early Career People Leaders*



OVERVIEW

Moving from an individual contributor role to a leadership role is a big shift. It requires moving away from your technical, task-oriented focus and moving toward supporting your team in their success. This scorecard is a tool to help you reflect on your new role, spot habits that might be holding you back, and choose specific areas where you want to grow.

HOW TO SCORE YOURSELF

Read each statement below and give yourself a grade from 1 to 5 based on your current habits. Be honest with yourself! This is a tool for your own growth, not a test.

- **1: Not very often** (I rarely do this)
- **2: Sometimes** (I do this once in a while)
- **3: Half the time** (I do this about 50% of the time)
- **4: Usually** (I do this most of the time)
- **5: Almost always** (This is a consistent habit for me)

FOCUS AREA	MINDSET HABIT	YOUR SCORE TODAY
Shifting Focus	I focus more on the team's results than my own personal tasks.	1 2 3 4 5
Shifting Focus	I trust my team's skills instead of trying to be the "expert" on everything.	1 2 3 4 5
Shifting Focus	I spend time thinking about "Why" we are doing a project, not just "How."	1 2 3 4 5
Empowering Others	I delegate work to help my team learn, not just to get it off my plate.	1 2 3 4 5
Empowering Others	I resist the urge to "micromanage" or take over when a project gets hard.	1 2 3 4 5
Empowering Others	I give clear goals but let my team decide the best way to reach them.	1 2 3 4 5
Communication	I listen more than I speak during one-on-one meetings.	1 2 3 4 5
Communication	I give "course-correction" feedback quickly and kindly.	1 2 3 4 5
Communication	I celebrate team wins publicly and share the credit for success.	1 2 3 4 5
Environment	I make it safe for my team to admit mistakes or ask for help.	1 2 3 4 5
Environment	I remove "roadblocks" so my team can work without distractions.	1 2 3 4 5
Environment	I prioritize my team's well-being as much as their work output.	1 2 3 4 5

REFLECTION: YOUR GROWTH AREAS

Take a look at your scores. Any item where you marked a 1, 2, or 3 represents a great opportunity for professional development.

THE LEADERSHIP CHALLENGE

Review your lowest-scoring two sections. Reflect on why it's harder to practice those habits than the others for you. Are these areas you haven't had opportunities in? Are they areas you're ignoring? Are they areas you're just not sure what to do? Often, we cling to "doing the work" because it's safe and familiar to us as technical experts, but "leading" requires letting go of that mindset. Choose two areas where you want to move your score up by at least one point over the next 90 days as a goal. After 90 days, come back to the scorecard, reflect on your growth, and continue to build your leadership skillset over time.