

WOMEN'S LEADERSHIP INSTITUTE

PRE-PROGRAM LEADERSHIP ASSESSMENT

Establishing Your Baseline · Naming Your Starting Line · Setting the Stage for Twelve Weeks of Bold Leadership

Beyond The Uniform · OWNIT Leadership Method · Story · Voice · Impact

Participant _____

Name: _____

Cohort: _____

Date: _____

A MESSAGE TO PARTICIPANTS

Read this before you begin.

You are about to begin twelve weeks of deliberate leadership work. This assessment is your starting line. Be honest. There is no version of you on this page that needs to be impressive. The woman who answers these questions truthfully is the woman who will get the most out of this program.

Your responses serve two purposes. First, they serve you. They give you a clear picture of where you are right now across the five pillars of the Women's Leadership Institute so that, at the end of twelve weeks, you can see exactly what has changed. Second, they serve the program. Your honest baseline helps ATL Vets and the Women's Leadership Institute continue to strengthen the work for every woman who comes after you.

You are not starting over. You are starting on purpose.

HOW TO COMPLETE THIS ASSESSMENT

Part A contains 25 rated statements across the five program pillars. Use the five-point scale to mark where you stand right now, today, at the start of the program. Do not rate where you hope to be. Rate where you actually are.

Part B contains 5 written reflection prompts. Write fully and specifically. Surface-level answers produce surface-level growth. The honesty you bring here is the honesty you will carry into every week of this program.

The scoring summary at the end is for you. It is not a grade. It is a mirror.

PART A — RATED STATEMENTS

Mark the number that reflects where you stand today. 1 = Strongly Disagree 2 = Disagree 3 = Neutral 4 = Agree 5 = Strongly Agree

PILLAR 1

PILLAR 1: MINDSET AND IDENTITY

Statements 1 to 5

#	Statement	Circle One
1	I have a clear sense of who I am as a leader outside of my military rank, role, and uniform.	1 2 3 4 5
2	I can name my core leadership values and articulate why they matter to me.	1 2 3 4 5
3	I believe my voice and perspective are needed in the rooms I am stepping into.	1 2 3 4 5
4	I am able to navigate identity shifts and life transitions with steadiness rather than fear.	1 2 3 4 5
5	I trust my own leadership judgment when I am the only veteran or the only woman in the room.	1 2 3 4 5

Pillar 1 Subtotal (sum of items 1 to 5): _____ / 25

PILLAR 2

PILLAR 2: MOVEMENT AND EXECUTION

Statements 6 to 10

#	Statement	Circle One
6	I have a weekly rhythm and structure that supports the leader I am becoming.	1 2 3 4 5
7	I can translate my leadership goals into specific, time-bound actions on a regular basis.	1 2 3 4 5
8	I follow through on the commitments I make to myself, not only the ones I make to others.	1 2 3 4 5
9	I have practices that regulate my nervous system when I am under pressure or in transition.	1 2 3 4 5
10	I take consistent action toward my leadership vision even when I do not feel ready.	1 2 3 4 5

Pillar 2 Subtotal (sum of items 6 to 10): _____ / 25

PILLAR 3

PILLAR 3: MONEY AND OPPORTUNITY

Statements 11 to 15

#	Statement	Circle One
11	I have clarity about my current financial picture, including income, debt, and savings.	1 2 3 4 5
12	I make money decisions that align with the leader and life I am building, not from fear or scarcity.	1 2 3 4 5
13	I can name my financial standards and the floor I will not drop below.	1 2 3 4 5
14	I recognize the opportunities available to me and pursue them with confidence.	1 2 3 4 5
15	I ask to be paid what my leadership and expertise are worth.	1 2 3 4 5

Pillar 3 Subtotal (sum of items 11 to 15): _____ / 25

PILLAR 4

PILLAR 4: MARKETING AND VISIBILITY

Statements 16 to 20

#	Statement	Circle One
16	I can articulate what I do, who I serve, and the value I bring in clear language.	1 2 3 4 5
17	I am willing to be seen and known for the leadership work I am doing.	1 2 3 4 5
18	I have a leadership narrative that reframes my military experience for civilian audiences without shrinking it.	1 2 3 4 5
19	I show up online, in my industry, or in my community in a way that reflects who I am becoming.	1 2 3 4 5
20	I claim space and visibility as a civilian leader rather than waiting to be invited.	1 2 3 4 5

Pillar 4 Subtotal (sum of items 16 to 20): _____ / 25

PILLAR 5

PILLAR 5: RELATIONSHIPS AND SISTERHOOD

Statements 21 to 25

#	Statement	Circle One
21	I have at least one trusted woman in my life who knows what I am building and holds me to it.	1 2 3 4 5
22	I have mentors, peers, and allies who reflect the kind of leader I am growing into.	1 2 3 4 5

#	Statement	Circle One
23	I set and hold healthy boundaries in the relationships that drain me.	1 2 3 4 5
24	I pour back into other women through mentorship, encouragement, or service.	1 2 3 4 5
25	I lead intentionally inside my home, my family, and my closest relationships, not only at work.	1 2 3 4 5

Pillar 5 Subtotal (sum of items 21 to 25): _____ / 25

PART B — WRITTEN REFLECTIONS

Questions 26 to 30. Write fully and specifically. Depth matters here.

26.

What is calling you to this program right now? Name the inner pull, the disruption, or the season of life that brought you here.

27.

Where do you feel most stuck, silenced, or shrinking as a leader today? Be specific.

28.

What identity, title, or version of yourself are you trying to step out of? What identity are you stepping into?

29.

If you could change one thing about how you lead, communicate, or show up in the next twelve weeks, what would it be and why?

30.

What do you most want to be true about you, your leadership, and your life by the end of these twelve weeks?



PILLAR SCORE SUMMARY

Carry your subtotals from Part A into the table below. This is your starting line. You will revisit these scores at the end of the program.

Pillar	Subtotal	Out Of
Pillar 1: Mindset and Identity	_____	25
Pillar 2: Movement and Execution	_____	25
Pillar 3: Money and Opportunity	_____	25
Pillar 4: Marketing and Visibility	_____	25
Pillar 5: Relationships and Sisterhood	_____	25
TOTAL	_____	125

Reading your score:

100 to 125: You are entering with strong leadership foundations. The work of this program will be to sharpen, deepen, and deploy.

75 to 99: You are entering with solid awareness and clear room to grow. The work will be to build structure and bold movement.

50 to 74: You are entering at a real inflection point. The work will be foundational. Trust the process and stay in the room.

25 to 49: You are entering brave. Every pillar has room to build. This is exactly where the program meets you.

This is not a grade. It is a mirror. Use it.

Your starting line is sacred. What you name here is what you will be free to change.

Participant Signature: _____ Date: _____

WOMEN'S LEADERSHIP INSTITUTE | ATL VETS | BEYOND THE UNIFORM

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