



CLEAR Scorecard

A Leadership Self-Check for Clarity



Self-Check

Clouded by Distractions - To what extent are your thoughts and decisions being clouded by distractions, minor issues, or emotional noise?

C

- ☐ Not at all — I stay focused on what matters.
- ☐ Occasionally — I get pulled off course now and then.
- ☐ Frequently — I struggle to prioritize and feel scattered.

Looking Too Close - How often do you find yourself focused on what's right in front of you instead of keeping a broader or long-term perspective?

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- ☐ I consistently see the big picture.
- ☐ I shift between details and big picture.
- ☐ I often get stuck in the weeds.

Envisioning the Big Picture - How clear is your current vision for where you and your team are headed?

E

- ☐ Crystal clear — I can articulate it with confidence.
- ☐ Somewhat clear — I have a general direction.
- ☐ Foggy — I'm unclear or unsure of what's next.

Acting with Insight - Are you pausing to understand what's really going on before reacting or making decisions?

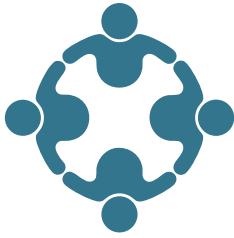
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- ☐ Always — I lead with intention and insight.
- ☐ Sometimes — I try, but I slip into reaction mode.
- ☐ Rarely — I often act before fully understanding.

Reflecting Regularly - How often do you pause to reflect on your leadership, gain feedback, or check your "internal lens"?

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- ☐ Frequently — Reflection is part of my routine.
- ☐ Occasionally — I reflect when something big happens.
- ☐ Rarely — I stay too busy to reflect much.



Team Version: Use with Your Leadership Team or Direct Reports

Discuss each item as a group. Where is your team seeing clearly?
Where is your collective vision getting clouded?

C

Clouded by Distractions - To what extent are your thoughts and decisions being clouded by distractions, minor issues, or emotional noise?

- ⇒ As a team, where do we stand on this? What are we doing well, and what could be clearer?
- ⇒ How do different team members see this differently? What does that tell us?

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Looking Too Close - How often do you find yourself focused on what's right in front of you instead of keeping a broader or long-term perspective?

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- ⇒ As a team, where do we stand on this? What are we doing well, and what could be clearer?
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Acting with Insight - Before making key decisions, how often do you pause to understand what's really going on?

- ⇒ As a team, where do we stand on this? What are we doing well, and what could be clearer?
- ⇒ How do different team members see this differently? What does that tell us?

R

Reflecting Regularly - After key interactions or decisions, how often do you reflect on what worked, what didn't, and why?

- ⇒ As a team, where do we stand on this? What are we doing well, and what could be clearer?
- ⇒ How do different team members see this differently? What does that tell us?



What are you noticing?

Whether your vision feels crystal clear or clouded by distraction, consider what's next for you as a leader. Use the reflections from the **CLEAR Scorecard** to guide your next steps.

✅ **If you're already clear:** If your leadership lens feels clear, ask yourself: "What new horizon could I focus on next?" Don't just maintain clarity—expand it. Use your vision to inspire others, explore possibilities, and challenge what you think you already see.

⚠️ **If you're feeling unclear or stuck:** If your view feels cloudy or stuck in the fog, don't go it alone. Seek feedback. Ask better questions. Slow down and reflect. Clarity often begins not with a new answer—but with a better question.

No matter where you are on the clarity spectrum—foggy, focused, or somewhere in between—what matters most is that you keep looking.

Leadership is as much about what you're seeing as how you choose to respond to it.

So take a moment today to check your lens... and adjust your focus.

▶ *If you'd like help gaining clarity, navigating a leadership challenge, or using this tool with your team, I'd love to support you.*

▶ **Feel free to reach out to me directly at workmatters.com or LinkedIn. Let's make your vision even clearer.**



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GAYLE LANTZ - Founder, Workmatters, Inc., Leadership Expert, Author & Speaker

A trailblazer in her field, Gayle helps CEOs and executives shape corporate culture and inspire change. For over 20 years, she has served as a trusted advisor to leaders committed to doing work that matters, making a positive difference in the lives of those they lead and serve.



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