



# The 2080 Rules Leadership Checkup

Are you modeling the "people-first" culture you claim—or just talking about it?

*Executive leadership coach helping leaders courageously model real people-first cultures that perform.*

## Quick Instructions

Take 3 minutes to rate yourself honestly on each statement below.

**Use a 1–5 scale:** 1 = Not at all true • 3 = Sometimes true • 5 = Consistently true

## A. Truth vs Talk

Our stated values and "people-first" promises match what people actually experience day to day.

**Rating:**  1  2  3  4  5

I tell the truth even when it's uncomfortable, rather than smoothing things over.

**Rating:**  1  2  3  4  5

My team would say I admit mistakes quickly and take visible responsibility.

**Rating:**  1  2  3  4  5

We share bad news as openly as good news, instead of hiding or spinning it.

**Rating:**  1  2  3  4  5

## B. Psychological Safety & Voice

People on my team can question my decisions without fear of retaliation.

Rating:  1  2  3  4  5

In meetings, I make it a habit to speak last often, so others' ideas and concerns surface first.

Rating:  1  2  3  4  5

When someone raises a hard issue, I thank them and explore it, not defend myself.

Rating:  1  2  3  4  5

At least once a quarter, I ask anonymously for feedback on my leadership and we discuss the results.

Rating:  1  2  3  4  5

## C. Culture, Standards & Follow-Through

We hire, promote, and reward based on the behaviors our culture statement describes.

Rating:  1  2  3  4  5

We address toxic or undermining behavior quickly, even from high performers.

Rating:  1  2  3  4  5

I model healthy boundaries (time off, workload, respect) instead of rewarding burnout.

Rating:  1  2  3  4  5

People on my team could confidently explain what "people-first" means here in practice, not just in posters.

Rating:  1  2  3  4  5

## Scoring & Reflection

### Step 1 – Score Yourself

Add up your total score (out of 60):

- 48–60 = You're mostly walking your talk—fine-tune and keep going.
- 36–47 = Good intentions, mixed follow-through. Pick 1–2 focus areas to fix.
- 35 or below = High risk of "culture is a lie" sentiment on your team.

### Step 2 – Choose Your Next Courageous Action

One behavior I will stop within 30 days:

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One behavior I will start within 30 days:

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One conversation I've been avoiding—and when I'll have it:

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**Want help turning this checkup into real, visible change?  
Book a 30-minute 2080 Rules Leadership Consult**

<https://calendly.com/larry-twentyeightyrule/30min>

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