

# The Priceless Leadership Assessment

## \*Archetype Guide

### Discover Your Servant Leadership Style in 3 Minutes

This guide helps you identify your natural leadership style across three domains:

**Heart** — how you care for and value people

**Head** — how you think, discern, and provide direction

**Hands** — how you serve, act, and empower others

### How to use this guide

1. Take the assessment (or review your scores).
2. Add up your **Heart, Head, and Hands** totals.
3. Identify your **Priceless Leadership Archetype**.
4. Read your archetype description for strengths, watch-outs, and growth prompts.

There are **no “good” or “bad” results...** only insight. The goal is increased self-awareness so you can grow as a leader who sees people differently and leads people better.

— **Scott Doggett**

Founder, National Academy of Leadership Development

Author, *Priceless! See People Differently. Lead People Better.*

**NationalALD.com**

\*A Free Tool from the Priceless Leadership Framework

## The Priceless Leadership Assessment

---

Instructions: Rate yourself for each of the 12 traits below

1 = Rarely true of me

3 = Often true

5 = A defining part of who I am as a leader

<u>Trait</u>	<u>Description</u>	<u>Score</u> (1–5)
Empathy	I take time to understand others' perspectives and feelings.	_____
Humility	I admit mistakes, ask for feedback, and give others credit.	_____
Integrity	I do what's right, even when no one's watching.	_____
Compassion	I respond to others with care, patience, and kindness.	_____
Vision	I inspire others with a clear, meaningful direction.	_____
Wisdom	I apply discernment to tough choices and complex situations.	_____
Accountability	I hold myself and others responsible for commitments and behavior.	_____
Discernment	I pause to pray, reflect, and seek insight before acting or advising.	_____
Service	I look for ways to support others – especially behind the scenes.	_____
Empowerment	I equip and trust others to take ownership and grow.	_____
Stewardship	I manage time, resources, and influence in ways that honor others.	_____
Courage	I speak the truth in love and make hard decisions with care.	_____

---

**Add up your scores for each domain below to discover your unique leadership profile:**

**Heart** (Empathy, Humility, Integrity, Compassion): \_\_\_\_\_

**Head** (Vision, Wisdom, Accountability, Discernment): \_\_\_\_\_

**Hands** (Service, Empowerment, Stewardship, Courage): \_\_\_\_\_

**How to Find Your Profile: Look at your total scores in each domain**

**High score** = Your highest-scoring domain

**Low score** = The domain(s) that score at least 2 points lower than your highest

**Equal or similar scores** (within 1 point) = Considered “balanced”

1. **The Guardian:** High Heart, lower Head and Hands
2. **The Strategist:** High Head, lower Heart and Hands
3. **The Doer:** High Hands, lower Heart and Head
4. **The Architect:** High Head and Hands, lower Heart
5. **The Bridgebuilder:** High Heart and Head, lower Hands
6. **The Champion:** High Heart and Hands, lower Head
7. **The Integrator:** Balanced across Heart, Head, and Hands (all within 1 point)

Once you've identified your profile, explore the descriptions below to better understand how your leadership style influences others.

# Guardian (Heart)

## The Steady, Caring Presence

### Summary:

Guardians lead with compassion, safety, and consistency. They create environments where people feel valued, supported, and secure enough to grow.

### Strength – Steady care:

Empathy and dependability that anchor teams through change and challenge.

### Watch-Out – Avoiding hard calls:

May hesitate to deliver tough feedback or make decisions that could disappoint someone.

### Stretch – Practice directness:

Pair kindness with clarity. Honest conversations, delivered with love, unlock growth.

### In Action:

- Checks in on people
- Builds strong trust
- Notices emotional undercurrents
- Creates psychologically safe spaces

### Impact on Others:

People feel seen, supported, and encouraged—but may also feel stalled if clarity is missing.

### Helpful Prompts:

- *What truth needs to be spoken in love?*
- *How can I care for someone while also challenging them?*
- *Where might avoiding discomfort be costing the team?*



# Strategist (Head)

## The Visionary Thinker

### Summary:

Strategists see the big picture clearly and help teams chart meaningful, aligned paths toward the future.

### Strength – Big-picture clarity:

Strong ability to synthesize complexity into direction and purpose.

### Watch-Out – Over-planning:

May keep refining, analyzing, and preparing instead of starting.

### Stretch – Start small—start now:

Momentum creates clarity. A 5% step forward beats a perfect plan on paper.

### In Action:

- Makes connections others miss
- Anticipates long-term implications
- Designs thoughtful plans and pathways
- Keeps teams aligned to mission

### Impact on Others:

People feel guided and grounded—though sometimes slowed when action waits on perfection.

### Helpful Prompts:

- *What's one small step we can take this week?*
- *Where is "good enough" actually sufficient?*
- *Whose input would sharpen this plan?*



# Doer (Hands)

## The Action-Oriented Achiever

### Summary:

Doers turn ideas into progress. They move fast, work hard, and thrive in momentum.

### Strength – Action and momentum:

Their bias for execution helps teams accomplish what matters most.

### Watch-Out – Skipping inclusion:

May move so quickly that key voices are left out or alignment is lost.

### Stretch – Pause to align:

Slowing down briefly to gather perspectives speeds up impact in the long run.

### In Action:

- Tackles tasks immediately
- Brings energy to stalled projects
- Simplifies problems into manageable steps
- Gets results others trust

### Impact on Others:

People feel energized and supported—but occasionally left behind or unheard.

### Helpful Prompts:

- *Who else needs visibility or input?*
- *Is speed overshadowing alignment?*
- *What does “done well” look like for the whole team?*



# Architect (Head + Hands)

## The Systems Designer

### Summary:

Architects build structure, process, and clarity. They turn chaos into order and create systems that scale.

### Strength – Systems & structure:

They make work predictable, sustainable, and efficient.

### Watch-Out – Getting rigid:

May cling to the plan too tightly or resist changes that introduce ambiguity.

### Stretch – Invite more voices:

When others help shape the system, it becomes more flexible, human-centered, and effective.

### In Action:

- Creates workflows, standards, and templates
- Improves predictability and performance
- Thinks analytically and executes with precision
- Stabilizes teams through clarity

### Impact on Others:

People feel supported by structure—but may feel stifled if the system takes priority over people.

### Helpful Prompts:

- *Where is flexibility needed?*
- *Who is closest to the work and should inform the system?*
- *Is my structure serving people—or expecting people to serve the structure?*



# Bridgebuilder (Heart + Head)

## The Connector and Harmonizer

### Summary:

Bridgebuilders help people understand one another. They see multiple perspectives and create connection, collaboration, and shared solutions.

### Strength – Connecting people & ideas:

They strengthen relationships and foster unity across teams.

### Watch-Out – Over-mediating:

May get stuck trying to please everyone or smooth over healthy tension.

### Stretch – Decide and move:

Unity deepens when leaders combine empathy with decisive action.

### In Action:

- Facilitates productive conversations
- Helps resolve conflict through understanding
- Brings the right people together
- Encourages shared problem solving

### Impact on Others:

People feel heard, valued, and included—but may feel stalled if decisions are delayed.

### Helpful Prompts:

- *What decision moves us forward?*
- *What tension is actually healthy?*
- *How can I honor all voices while still choosing a path?*



# Champion (Heart + Hands)

## The Motivator and Believer

### Summary:

Champions bring passion, energy, and inspiration. They rally people around a vision and help them believe in what's possible.

### Strength – Energy, belief, push:

They ignite enthusiasm and pick people up when morale dips.

### Watch-Out – Overpromising:

Optimism can outpace reality, creating commitments the team can't keep.

### Stretch – Scope what's real:

Their influence grows when enthusiasm is paired with grounded expectations.

### In Action:

- Celebrates wins loudly
- Encourages others toward bold goals
- Advocates for people and ideas
- Creates contagious momentum

### Impact on Others:

People feel inspired and uplifted—but may feel pressure or disappointment if follow-through falls short.

### Helpful Prompts:

- *What's the realistic capacity of the team?*
- *Where do we need clearer boundaries?*
- *How can I champion sustainably?*



# Integrator (Balanced)

## The Harmonizer and Calibrator

### Summary:

Integrators balance relationships, strategy, and execution. They sense what's out of alignment and gently bring everything—and everyone—back into harmony.

### Strength – Harmonizes & calibrates:

Skilled at noticing gaps, patterns, and dynamics and realigning them.

### Watch-Out – Delaying decisions:

Seeking balance can lead to waiting too long for clarity or consensus.

### Stretch – Time-box choices:

Setting decision deadlines builds confidence and momentum.

### In Action:

- Facilitates collaboration and clarity
- Spots misalignment quickly
- Helps teams adapt smoothly
- Keeps people and priorities centered

### Impact on Others:

People feel supported, understood, and grounded—but may feel slowed when action waits for “perfect alignment.”

### Helpful Prompts:

- *What decision needs a deadline?*
- *What's the 80% clarity we can act on?*
- *Where can I help reduce friction today?*



# Continue Your Priceless Leadership Journey

Discovering your leadership archetype is just the beginning.

The most impactful leaders continue growing in the **Heart, Head, and Hands of servant leadership**... strengthening how they care for people, think strategically, and take meaningful action.

As you reflect on your results, consider these questions:

- Which leadership strengths naturally show up in my daily interactions?
- Where might I need to grow to better support and develop others?
- What small leadership habit could I begin practicing this week?

Leadership growth happens through small, intentional actions taken consistently over time.

---

## Want to Go Deeper?

Many leaders discover insights from the assessment that spark deeper questions about their leadership.

Through the **National Academy of Leadership Development**, organizations partner with Scott Doggett and our growing network of faculty and leadership experts to develop healthier, people-first cultures.

Ways we support leaders and organizations include:

- The **Priceless Leadership Workshop** experience
- Executive retreats and leadership development programs
- Coaching, consulting, and culture transformation work
- Custom leadership training delivered by NALD faculty

If you'd like to explore how these ideas could support your leadership or organization, you're welcome to schedule a short conversation.

[Schedule a  
Conversation](#)

OR

[Email Scott  
Directly](#)