

HUMAN ELEMENT™



Bridging culture, people & purpose.

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THE CULTURE VITALITY SCORECARD™

A One-Page Diagnostic for Leaders
Who Put People First

HOW TO USE THIS SCORECARD

Rate your team or organization on each statement.

Be honest. This scorecard is for you.

1 = Rarely or Never | 5 = Sometimes | 10 = Consistently



PILLAR 1 – INVESTIGATE (Powered by SIGNAL™) I can identify early warning signs of disengagement, cynicism, or withdrawal before they become crises.

Score: ___ / 10



PILLAR 2 – NAVIGATE (Powered by SHIFT™) When change is needed, I listen first and lead second. My team feels heard before they feel directed.

Score: ___ / 10



PILLAR 3 – TRANSFORM (Powered by SHIFT™) New behaviours and ways of working stick on my team – even after the initial excitement fades.

Score: ___ / 10



PILLAR 4 – EQUIP (Powered by FUEL™) I coach my people regularly – not just in annual reviews – and they grow because of it.

Score: ___ / 10



PILLAR 5 – NURTURE My team members feel seen, supported, and psychologically safe – not just productive.

Score: ___ / 10



PILLAR 6 – TRUST I have earned the right to lead this team.
They trust my decisions even when I say "I don't know yet."
Score: ___ / 10



PILLAR 7 – IMPACT (Powered by $W \times R + B$) I measure what
matters – the human behaviours and motivations behind our
results, not just the outputs.
Score: ___ / 10



PILLAR 8 – OPTIMIZE We regularly reflect, learn, and improve.
We stop what doesn't work – even if it was my idea.
Score: ___ / 10



PILLAR 9 – ALIGN Our daily behaviours match the culture we
claim to have. Values are decisions, not posters.
Score: ___ / 10



PILLAR 10 – LAST The culture and systems I have built will
sustain and thrive – even if I am not in the room.
Score: ___ / 10

YOUR TOTAL SCORE: ___ / 100

80–100: THRIVING

Your leadership is intentional, your culture resilient. Focus on refinement, succession, and scaling what works.

50–79: DEVELOPING

Strong foundations — gaps worth addressing. Pick one pillar this month. One conversation. One shift.

BELOW 50: AT RISK

The signals are there. The good news: you see them now. Start with Pillar 1 — Investigate. Everything follows from awareness.

Which pillar surprised you most?

That gap is your starting point. Not your shame.
Your signal.

This scorecard is a snapshot.
The INTENTIONAL™ Playbook is the system.
10 pillars. 30 days. One framework for leaders
who refuse to manage by guesswork.

👉 www.hr-humanelement.com