



Intentional Edge - Culture & Performance Diagnostic

For Scaling Tech Companies That Want to Build Teams That Deliver - Without Burning Out

By Intentional Edge

Because scaling isn't just about growing revenue - it's about growing capacity.

SECTION 1: Alignment & Purpose

Are your people aligned on what matters most?

- ☐ Teams clearly understand company priorities and goals.
- ☐ Leadership consistently communicates “why” behind decisions.
- ☐ Every function can link their metrics to overall business impact.
- ☐ Your mission and values are more than a slide - they guide real decisions.
- ☐ Strategy conversations don't get lost in delivery chaos.

☒ If you checked 4+ boxes: You're aligned for growth.

☐ If fewer: Lack of alignment is likely slowing decisions and execution speed.

SECTION 2: Leadership Consistency

Do your leaders amplify performance or unintentionally create friction?

- ☐ Managers have the tools and confidence to lead independently.
- ☐ Leadership behaviors are consistent across departments.

- ☐ Decision-making isn't delayed waiting for executive approval.
- ☐ Feedback conversations are regular, structured, and action-oriented.
- ☐ Leadership meetings end with clarity - not confusion.

✓ If 4+ boxes checked: Your leadership culture supports scaling.

⚠ If fewer: You may be growing faster than your leadership depth.

SECTION 3: Collaboration & Trust

Can your teams solve problems together without hierarchy getting in the way?

- ☐ Cross-functional collaboration happens without constant escalation.
- ☐ Teams share credit - not blame.
- ☐ Information flows easily between functions and time zones.
- ☐ Meetings are outcomes-focused, not status-driven.
- ☐ There's trust between technical and commercial sides of the business.

✓ If 4+ boxes checked: Collaboration is a strength you can scale.

⚠ If fewer: Silos may be quietly eating your innovation capacity.

SECTION 4: Execution & Accountability

Is accountability clear - and motivating, not punishing?

- ☐ Every key initiative has a clearly accountable owner.
- ☐ Performance reviews are based on both results *and* behaviors.
- ☐ Missed goals trigger learning, not blame.
- ☐ Teams use data to course-correct quickly.
- ☐ Accountability is viewed as shared responsibility, not top-down pressure.

✓ If 4+ boxes checked: You have healthy accountability habits.

⚠ If fewer: Execution may rely too heavily on pressure over process.

SECTION 5: Energy & Engagement

Is your culture creating energy - or draining it?

- ☐ Teams are motivated by purpose, not fear or urgency.
 - ☐ Burnout risk is actively monitored and discussed.
 - ☐ Managers recognize effort, not just output.
 - ☐ People feel psychologically safe to speak up or challenge ideas.
 - ☐ Engagement surveys translate into visible actions, not reports.
- ✓ If 4+ boxes checked: You're building a resilient, performance-ready culture.
- ⚠ If fewer: The team's emotional bandwidth may be at risk as you scale.
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SECTION 6: Innovation & Adaptability

Can your company evolve as fast as your market?

- ☐ New ideas are tested quickly and cheaply.
 - ☐ Teams are empowered to experiment and learn from failure.
 - ☐ Processes don't slow down creativity.
 - ☐ There's time and space for reflection, not just reaction.
 - ☐ You can pivot within 30 days when conditions shift.
- ✓ If 4+ boxes checked: Your organization can adapt with agility.
- ⚠ If fewer: Bureaucracy or fear of failure may be killing innovation.
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SECTION 7: Performance Health Score

Tally your checks

- 28–35 ✓ = You're performance-ready and scalable.
 - 20–27 ✓ = You're stable but under strain - likely people or process gaps.
 - 15–19 ✓ = You're sustaining growth through heroics.
 - Below 15 ✓ = You're at risk of stall - your culture and systems need realignment now.
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What to Do Next

Intentional Edge helps scaling tech companies:

- Build leaders who coach, not command.
- Design systems that scale without burnout.
- Create trust-based cultures that drive consistent performance.

Book a **Growth Readiness Call** to review your diagnostic results with our team.