



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.

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.

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.

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.