



# THE UNDENIABLE LEADER SELF-ASSESSMENT

RESOURCE 3 — THE UNDENIABLE LEADER RESOURCE LIBRARY

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*10 minutes. 20 questions. The honest answer to whether you're building something AI can't replace — or a career that's already on the clock.*

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FINDING PEAK



# HOW TO USE THIS

Most leadership assessments let you lie to yourself. This one doesn't.

Twenty questions. Four sections. Score yourself 0–3 on each. Be ruthlessly honest  
— the only person you're fooling is you.

Before you begin, hold this thought:

*"On my best day, I feel completely certain about the unique value only I can deliver.  
Answer every question as that version of yourself — not your aspirational self, not your  
worst day. Your best, most honest self."*

## THE SCORING SCALE

0

**Not true of me.** This does not describe my current reality at all.

1

**Sometimes true.** I do this inconsistently or in limited contexts.

2

**Mostly true.** This is generally how I operate, with some gaps.

3

**Consistently and demonstrably true.** I can cite specific evidence right now.



## SECTION ONE

1

# Relationships

MAX 15 PTS

1

**In the last 90 days, someone recommended me for an opportunity without me asking.**

*Not contacts. Advocates. People who mention your name in rooms you're not in. If you can't name one person, score zero.*

SCORE:

2

**My clients and colleagues trust my judgment even when they can't verify my reasoning.**

*This is the difference between being a vendor and being a trusted advisor. One is replaceable. The other isn't.*

SCORE:

3

**I've had a substantive conversation with my top 10 contacts in the last 60 days where I learned something new about their current goals.**

*Relationships built on genuine knowledge of the other person compound. Transactional ones don't.*

SCORE:

4

**I give to my network with no expectation of return — and I have examined whether my giving is genuine or unconsciously a strategy for control.**

*Givers become undeniable. Unconscious manipulators disguised as givers eventually get found out.*

SCORE:

5

**When something goes wrong, people call me first.**

*The person people call in a crisis is the person they can't live without. Are you that person?*

SCORE:

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Section 1 Total:        / 15

## SECTION TWO

2

## Problem-Solving

MAX 15 PTS

**6** I regularly make confident decisions with incomplete information — and I have a track record to prove it.

*Analysis paralysis is replaceable. Decisive judgment under uncertainty is not. If you can't cite examples, you're guessing.*

SCORE:

**7** I regularly solve problems that have no obvious playbook.

*If there's a playbook, AI will eventually run it better. Novel problems require human judgment. How often do people call you for those?*

SCORE:

**8** People seek my opinion specifically because I see things others miss — and I regularly examine whether that perspective is genuine insight or a defense mechanism against consensus.

*The contrarian view is only valuable if it's real. The first question is whether people seek it. The second is whether you trust it.*

SCORE:

**9** I can hold two competing truths simultaneously and synthesize them into a decision.

*Complexity tolerance is rare. Most people need certainty. Leaders who operate in ambiguity — without flinching — become essential.*

SCORE:

**10** My track record in high-stakes decisions is strong enough that I can cite specific examples when asked.

*You can't fake a track record. Either you have names, situations, and outcomes — or you don't.*

SCORE:

Section 2 Total:      / 15

## SECTION THREE

3

## Vision &amp; Impact

MAX 15 PTS

11

**My vision is genuinely mine — not an inherited ambition I've never questioned.**

*Many leaders are chasing someone else's definition of success. Vision built on unexamined inheritance isn't vision — it's obligation.*

SCORE:

12

**In the last 6 months, I can point to 3 specific examples of closing someone on an idea, opportunity, or myself.**

*Authentic persuasion is one of the rarest human capabilities. Either you can name three examples — or you can't.*

SCORE:

13

**I create content, ideas, or frameworks that spread beyond my immediate network.**

*Scale your thinking and you scale your influence. Leaders whose ideas travel are impossible to replace.*

SCORE:

14

**I regularly identify opportunities others overlook before the consensus catches up.**

*Pattern recognition across domains — seeing what's coming before the crowd does — is the ultimate growth skill.*

SCORE:

15

**I consistently bring a level of energy and presence that elevates the people around me.**

*Every room either gains or loses energy when you enter it. The undeniable leader is a net energy creator. Which one are you?*

SCORE:

Section 3 Total:      / 15

## SECTION FOUR – DON'T STOP BEING HONEST HERE

4

## Self-Knowledge

MAX 15 PTS

16

**My work is connected to a mission larger than personal financial success.**

*Leaders who operate from purpose are exponentially harder to replace than leaders who operate from ambition alone. Purpose compounds. Ambition plateaus.*

SCORE:    

17

**I am aware of the specific ways my greatest strength, when overused or unconscious, becomes my greatest liability.**

*The relationship-builder who becomes enmeshed. The decisive leader who becomes a tyrant. The visionary who loses touch with reality. What's yours?*

SCORE:    

18

**I have done the inner work to understand why I lead the way I do – and I can honestly trace my leadership style back to its origins.**

*Leadership without self-knowledge is performance. The undeniable leader knows themselves completely – including the parts that aren't flattering.*

SCORE:    

19

**Before major decisions, I regularly examine my assumptions and ask whether I'm seeing clearly – or seeing what I want to see.**

*The most dangerous blind spots aren't the ones you don't know about. They're the ones you've convinced yourself don't apply to you.*

SCORE:    

20

**I can name at least two people whose careers or businesses meaningfully improved because of my direct investment in them.**

*Leaders who grow other leaders become undeniable. Leaders who hoard become redundant. Name them or score zero.*

SCORE:    Section 4 Total:        / 15

SECTION	YOUR SCORE	MAX
1 – Relationships	.....	15
2 – Problem-Solving	.....	15
3 – Vision & Impact	.....	15
4 – Self-Knowledge	.....	15
<b>TOTAL SCORE</b>	<b>.....</b>	<b>60</b>

## 51–60

POINTS

## Undeniable

You are operating at the highest level of human-optimized leadership. You're building what AI cannot replace — and you know yourself well enough to sustain it. The work now is maintenance and expansion.

**YOUR FOCUS:** Push your two lowest-scoring questions to 3. Find one person to mentor. Document your frameworks so your thinking scales beyond you.

## 38–50

POINTS

## Emerging

You have the foundation. The gap between where you are and undeniable is smaller than you think — it's mostly a focus problem, not a capability problem.

**YOUR FOCUS:** Find your two lowest-scoring sections. Pick one specific behavior in each to develop over the next 90 days.

## 25–37

POINTS

## At Risk

You're working hard but not in the right places. Most of your time is likely spent on work that AI will be able to do — or is already doing for your competitors. This is not a criticism. It's a diagnosis.

**YOUR FOCUS:** Start with Section 1 (Relationships). Book five meaningful conversations this week with no agenda other than genuine connection.

0–24  
POINTS

## Replaceable

This is the honest truth you needed someone to say. You are currently building a career on capabilities that are either already automated or will be soon. This is not permanent — it's a starting point.

**YOUR FOCUS:** Read the Human-Optimized Business Framework (Resource 2). Complete the Stop Hiding Protocol (Resource 1). Retake in 30 days.

### The Most Important Question

*Find your single lowest-scoring question. That is your lever. What would change in your life and career if that answer was a 3?*

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RETAKE THIS ASSESSMENT EVERY 90 DAYS. TRACK YOUR SCORE. THE COMPOUNDING IS REAL.

I'll leave you with this



STOP WAITING  
TO FEEL **READY.**

||

*Get the fuck after it.*

THIS IS THE WAY. — HANLEY

JOIN 15,000+ LEADERS BUILDING WHAT AI CAN'T  
REPLACE

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