

The 22-Gate Quick Diagnostic Worksheet

Walk all four Structural Lanes in about 15 minutes. Score each Gate 1–5 for how it actually behaves under pressure — not how the org chart says it should. 1 = Missing · 2 = Fragile · 3 = Inconsistent · 4 = Reliable · 5 = Load-bearing.

How to use it. Answer from lived reality over the past 30–90 days. Do not answer based on aspiration — answer based on observable behavior when stress rises. When you finish, circle your two or three lowest Gates: that is where to look first.

Truth Lane · Gates 1–6

Can reality travel safely through the organization?

Gate	The statement to score	Circle one
G1 — Bad News Gate	Bad news and failure signals reach leadership early enough to act on.	1 2 3 4 5
G2 — Weak Signal Gate	Small anomalies are noticed and taken seriously before they compound.	1 2 3 4 5
G3 — Candor Gate	People can say the true thing to the person who needs to hear it.	1 2 3 4 5
G4 — Transparency Gate	Decisions, criteria, and constraints are visible to the people they affect.	1 2 3 4 5
G5 — Truth-in-Tension Gate	Competing truths can be held openly without forcing premature agreement.	1 2 3 4 5
G6 — No-Spin Gate	Internal communication describes reality without framing it for self-protection.	1 2 3 4 5

Truth Lane mean (sum ÷ 6): _____ / 5

Power Lane · Gates 7–12

Does authority distribute weight or concentrate it?

Gate	The statement to score	Circle one
G7 — Decision Rights Gate	Everyone knows who decides what — and decisions stick.	1 2 3 4 5
G8 — Escalation Gate	Issues move up cleanly when they exceed someone's authority, without penalty.	1 2 3 4 5
G9 — Capacity Gate	Decision load is matched to the actual capacity of the person carrying it.	1 2 3 4 5
G10 — Influence Gate	Informal influence is visible and legitimate, not a shadow power system.	1 2 3 4 5
G11 — Authority Legitimacy Gate	Authority is exercised in ways people recognize as legitimate, not merely positional.	1 2 3 4 5
G12 — Accountability Gate	Accountability lands on the decision owner — including leadership itself.	1 2 3 4 5

Power Lane mean (sum ÷ 6): _____ / 5

People Lane · Gates 13–18*Can people remain healthy while serving?*

Gate	The statement to score	Circle one
G13 — Conflict Resolution Gate	Conflict has a named, working path to resolution.	1 2 3 4 5
G14 — Feedback Gate	Feedback flows in every direction and produces change.	1 2 3 4 5
G15 — Trust Repair Gate	When trust is damaged, there is a real repair path — not just time and distance.	1 2 3 4 5
G16 — Alignment Gate	People pull in the same direction because priorities are genuinely shared.	1 2 3 4 5
G17 — Safety Gate	People can take interpersonal risks without paying for it later.	1 2 3 4 5
G18 — Dignity Gate	Pressure never licenses treating people as less than people.	1 2 3 4 5

People Lane mean (sum ÷ 6): _____ / 5

Standards Lane · Gates 19–22*Can the work continue consistently without heroics?*

Gate	The statement to score	Circle one
G19 — Clarity Gate	Standards are defined precisely enough to be applied without a translator.	1 2 3 4 5
G20 — Enforcement Gate	Standards are enforced consistently — including up.	1 2 3 4 5
G21 — Drift Detection Gate	Slippage is noticed early, not after it becomes the new normal.	1 2 3 4 5
G22 — Reinforcement Gate	The structure is inspected and reinforced on a rhythm, not only after failures.	1 2 3 4 5

Standards Lane mean (sum ÷ 4): _____ / 5

Your first move.

Structure Score (mean of the four Lane means): _____ / 5 My two lowest Gates: G____ and G____

A score is a signal, not a sentence. The lowest Gate tells you where pressure is concentrating on a person instead of a pathway. For the repair protocol for each Gate — and the Formation side of the reading — see **Load-Bearing Leadership System™**, or take the full DIAL Lite self-assessment free (about 6–8 minutes) at loadbearingleadership.com/dial_lite.html.