THE OCTANE LEADERSHIP GEAR-GRINDER AUDIT

Pinpoint Where Your Systems Are Stripping Your Profits & Peace of Mind

Stop guessing. This ain't no theoretical BS. This is a down-and-dirty look under the hood of your leadership and operational systems. For busy trades owners who are sick of stuff falling through the cracks. Pinpoint the 1-2 system breakdowns costing you money and sanity, so you can finally build teams that *work*.

Instructions: Cut the fluff and answer honestly. If something's broken, call it what it is. Use the notes section to jot down specifics where things are going sideways.

Business Name: _____

Owner/Leader Name: _____

Date: _____

Self-Assessed By: _____

Section 1: Hiring & Onboarding – Finding the Right People (or Settling for Warm Bodies)

Focus: Are you bringing in people who actually fit what you need, or just filling slots?

Question	Yes	Partially	No	Unsure	Notes / Evidence
1.1 Real talk: Beyond knowing how to swing a hammer or run a service call, do you actually *define* the make-or-break character traits (think: "Shows Up On Time, Every Time," "Owns Their Screw-Ups," "Plays for the Team Jersey") you NEED in your crew? Or are you just winging it on "gut feel"?					
1.2 Does your interview process have specific questions or scenarios that smoke out whether people actually have these character traits? Or do you just hope for the best?					
1.3 When someone new starts, do they get a crystal-clear Day 1/Week 1 plan, or are they thrown to the wolves to "figure it out"?					
1.4 Is there an actual process to bring new people into the fold of your company culture, or do they just pick it up through osmosis (or never at all)?					

Section 2: Role Clarity & Expectations – Who Does What (and Who the Hell Knows)

Focus: Does everyone actually understand their job, or are they just guessing?

Question	Yes	Partially	No	Unsure	Notes / Evidence
2.1 If you asked each team member to write down exactly what their job is, would they all have the same answer as you? Or would it be a surprise party?					
2.2 Do your people know *exactly* how their performance is measured, or is it a mystery until review time (or firing time)?					
2.3 Are your quality standards, deadlines, and behavior expectations spelled out somewhere people can actually find them? Or are they just supposed to read your mind?					
2.4 Does every person on your team understand how what they do directly impacts the company's success and customer satisfaction? Or do they just see their isolated piece?					

Section 3: Process Documentation & Accessibility – The "It's All in Bob's Head" Problem

Focus: Are your critical processes documented so ANYONE can follow them, or are you one retirement away from disaster?

Question	Yes	Partially	No	Unsure	Notes / Evidence
3.1 If your best guy got hit by a beer truck tomorrow (heaven forbid), are there dead-simple, written guides or checklists so someone else could actually DO the critical tasks? Or does it all live in his head?					
3.2 Could the newest person on your team find and understand these guides without playing a treasure hunt?					
3.3 Are these guides written in plain English that a normal human can understand, or are they filled with insider jargon and unnecessary complexity?					
3.4 When was the last time someone actually updated these guides? Last month, last year, or "what guides?"					

Section 4: Training & Development – Building Skills or Breaking Spirits

Focus: How do you actually grow your people, or do you just throw them in the deep end?

Question	Yes	Partially	No	Unsure	Notes / Evidence
4.1 Do you have a real system for people to practice new skills with guidance before they're on their own? Or is it "sink or swim" and hope they don't screw up too badly?					(e.g., shadowing, practice scenarios)
4.2 Do your leaders give direct, specific feedback on both technical skills AND character traits like integrity, reliability, and taking ownership? Or is it just "good job" or silence until something breaks?					
4.3 Is there a clear path for people to earn more responsibility and independence as they prove themselves? Or is everyone stuck in the same box regardless of performance?					
4.4 Are your rock stars equipped and encouraged to help train the rookies? Or are they left to hoard their knowledge (and get frustrated when others can't keep up)?					

Section 5: Accountability & Performance – Who Owns the Results

Focus: Do people actually take responsibility, or is it excuse city when things go wrong?

Question	Yes	Partially	No	Unsure	Notes / Evidence
5.1 Is there a consistent way you handle both the high performers AND the ones who aren't cutting it? Or is it random reactions based on how your day is going?					
5.2 When expectations aren't met, are there actual consequences? Or does everyone just shrug and move on, teaching people that standards don't really matter?					
5.3 Do your people instinctively try to solve problems themselves first, or is their default move running to you for every little thing?					
5.4 When someone demonstrates exceptional integrity, conscientiousness, or other character traits you value, do you make a point to recognize it? Or do you only notice when things go wrong?					

Section 6: Leadership Presence – Walking the Talk or Just Talking

Focus: Are your leaders actually leading, or just managing chaos?

Question	Yes	Partially	No	Unsure	Notes / Evidence
6.1 Do your leaders actually LISTEN to team members' ideas and concerns? Or do they just nod while thinking about something else?					
6.2 Is communication direct, clear, and respectful? Or is it a mix of passive-aggressive hints, confusing directions, and frustration?					
6.3 Do your leaders consistently demonstrate the same character traits they demand from everyone else? Or is it "do as I say, not as I do"?					(e.g., Integrity, Adaptability, Drive)
6.4 Are your leaders regularly out there in the trenches with the team, or barricaded in an office somewhere?					

WHAT YOUR ANSWERS REVEAL:

(Based on your honest answers, identify the biggest system breakdowns that are holding you back. These are likely your 1-2 critical areas where implementing clear systems could create immediate improvements in performance, retention, and your own peace of mind.)

- **Energy Drain #1:**
- **Profit Leak #2:**
- **Next Move:** *(Where do you start fixing these system breakdowns? This is exactly what we help trades leaders solve in our Foundation Building program – creating the simple blueprints to nail this stuff down.)*

GET YOUR BUSINESS FIRING ON ALL CYLINDERS

SCHEDULE YOUR LEADERSHIP STRATEGY SESSION TODAY These spots fill up because owners are tired of the chaos. Claim yours.

DOWNLOAD THE FULL RESEARCH STUDY: THE TRADES LEADERSHIP CRISIS Get the hard data on why what you're feeling is real across the trades.