



arden
coaching

MAPPING ORGANIZATIONAL SIGNALS TO LEADERSHIP DIMENSIONS

Leadership challenges rarely appear as leadership challenges. They show up as organizational signals: recurring frustrations, bottlenecks, tensions, delays, and patterns that create drag across teams and departments.

Use this guide to identify the signals you are seeing most often and map them to the Arden 8™ Leadership Dimensions.

ORGANIZATIONAL SIGNALS	ARDEN 8™ LEADERSHIP DIMENSIONS
☐ 1. Recurring team conflict or tension ☐ 2. High turnover concentrated around specific leaders ☐ 3. People work around specific leaders rather than through them	1  Emotional Intelligence and Self-Awareness
☐ 4. Work frequently needs to be redone or clarified ☐ 5. Poor cross-functional collaboration ☐ 6. "Why do we keep having the same conversation?"	2  Communication Skills and Styles
☐ 7. Work slows when a particular leader is unavailable ☐ 8. Weak bench / succession concerns ☐ 9. "Why does everything stop when she's on vacation?"	3  Empowering and Developing Others
☐ 10. Projects start strong but lose momentum ☐ 11. The same priorities appear on meeting agendas month after month ☐ 12. "I thought someone else was handling that."	4  Execution and Accountability
☐ 13. Concerns surface through HR instead of directly ☐ 14. People seem surprised by performance decisions ☐ 15. Small issues become large issues before being addressed	5  Difficult Conversations and Feedback
☐ 16. Constant urgency / fire drills ☐ 17. Teams regularly shift direction before finishing previous work ☐ 18. "Everything is a priority right now."	6  Strategic Thinking and Decision-Making
☐ 19. Decisions are revisited repeatedly after meetings ☐ 20. Stakeholders wait for someone else to weigh in before moving forward ☐ 21. "Everyone nodded in the meeting, but nothing happened afterward."	7  Executive Presence and Influence
☐ 22. Rumors / lack of transparency ☐ 23. People spend significant time speculating about what's happening ☐ 24. "Nobody seems sure where we're headed."	8  Navigating Change and Uncertainty



REFLECTION

1. Which leadership dimensions appear most often?

2. Which dimensions appear to create the greatest organizational drag?

3. Which patterns feel isolated, and which feel systemic?

4. What patterns are emerging across teams, leaders, or functions?



NEXT STEPS

- ✓ Complete the **Arden 8™ Organizational Leadership Assessment** to explore these dimensions more deeply.
- ✓ Use the **Arden 8™ Systemic HR Levers Guide** to identify the highest-leverage organizational interventions.