

Are You An Amplifier

THIS QUIZ IS NOT ABOUT PERFECTION. IT'S ABOUT REFLECTION (WITH A SPLASH OF UNCOMFORTABLE HONESTY.)



Take this 5-minute self-check to see if you're leading with noise or purpose and what your team might really be hearing.

1. When someone on your team nails a tricky piece of work, you...

- ☐ A. Say "Nice one" in passing, then forget about it.
- ☐ B. Mention it at the next team meeting, once you've double-checked it was actually good.
- ☐ C. Say it to their face, then say it in the room when they're not there—and tell them you did.

2. When giving feedback, your go-to vibe is...

- ☐ A. Blunt. Life's tough, so they'd better get used to it.
- ☐ B. Tentative. You start with a compliment, trail off, then awkwardly change the subject.
- ☐ C. Direct but developmental. Specific, timely, and aimed at making them smarter, not smaller.

3. Someone's visibly struggling. You...

- ☐ A. Hope they work it out. That's why they're paid.
- ☐ B. Ask if they're OK, but only once, and hope they say yes.
- ☐ C. Check in, listen properly, then find a way to make space or remove the blockers without making it a drama.

4. When you're not in the room, your team describes you as...

- ☐ A. Efficient. Impersonal. Maybe a little forgettable.
- ☐ B. A bit of a mystery. Kind, but hard to read.
- ☐ C. A calm force. Fair, consistent, and always rooting for us—even when holding us to account.

5. When someone says, "Your name came up in a meeting"... what's your first reaction?

- ☐ A. Oh no. Something's wrong.
- ☐ B. Hmm... what now?
- ☐ C. Something good is about to happen and hopefully for one of the team.

6. You hear someone else get praised for work you influenced. You...

- ☐ A. Fume silently.
- ☐ B. Tell your mate about it later.
- ☐ C. Celebrate them anyway, and quietly enjoy the long game. People notice how you show up.

Now let's score you



0–5: OOF. YOU MIGHT BE THE BACKGROUND CHARACTER.

You mean well. But right now? You're either invisible, inconsistent, or hiding behind process. Time to stop blending in. Your team can't grow if they can't feel you.

TRY THIS

Name one moment this week where you could show up more visibly or more vocally for someone. Then do it. Even if it feels awkward.



6–10: THE FRIENDLY BYSTANDER

You care, and your intent is good—but your follow-through is patchy. You notice things, but you don't always say them out loud. You're halfway to amplifier... just turn up the volume.

TRY THIS

Choose one team member this week to actively champion—in public. Mention their work in a meeting, on a call, in an email. Tag them in. Let them feel your signal.



11–15: CERTIFIED AMPLIFIER

You're generous, intentional, and your team knows they're safe to grow around you. You speak up, back up, and don't need the credit to feel powerful. You lead in a way people remember.

TRY THIS

Pass it on. Who around you needs an amplifier too? Send them this quiz. And let them know they've got what it takes to be one too.