

N°9 ROADS

The Read Mini Assessment

Where Do You Stand?

Nine questions. Two minutes. One honest answer.

The future isn't faster — it's more accurate, slower, softer, and more human.

Where Do You Stand?

A nine-question read on the ground you're standing on

How often is this true of you? Answer for the last twelve months.

1 Never 2 Rarely 3 Sometimes 4 Often 5 Usually 6 Almost always

#	ITEM	1	2	3	4	5	6
1	I hand people real responsibility before they have proved anything to me.	☐	☐	☐	☐	☐	☐
2	I can work for weeks without knowing how something will resolve.	☐	☐	☐	☐	☐	☐
3	I can name what I'm feeling while I'm feeling it, not an hour later.	☐	☐	☐	☐	☐	☐
4	When I commit to a date, it holds — or I say it won't, well before it arrives.	☐	☐	☐	☐	☐	☐
5	I have backed a decision that could have cost me something real.	☐	☐	☐	☐	☐	☐
6	I can tell when someone has stopped saying what they actually think.	☐	☐	☐	☐	☐	☐
7	I quietly keep a file on people who have disappointed me once.	☐	☐	☐	☐	☐	☐
8	I wait for more data than the decision actually requires.	☐	☐	☐	☐	☐	☐
9	Feedback about my blind spots tends to be news to me.	☐	☐	☐	☐	☐	☐

Score it

AXIS	ADD THESE ITEMS	TOTAL /18
GIVE · Ground you give	1, 4, 7R	
LEAVE · Ground you'll leave	2, 5, 8R	
SEE · Ground you can see	3, 6, 9R	

Items marked R are reversed: subtract your answer from 7 before adding. (7, 8, 9)

Your result is the axis with the **lowest** total. Your overall total is all nine answers added together, out of 54.

What it means

The Vault (*GIVE · The read you give*)

You are trusted considerably more than you trust. From the outside this reads as integrity, and some of it is. But trust is a circulating thing, and yours arrives and stays. Your organization's ability to move without you is capped at whatever you have been willing to hand over — and that ceiling is lower than you think.

Do this: Hand one real thing to one person this month. Don't set a check-in. Notice what that costs you.

The Anchor (*LEAVE · The read you'll leave*)

Steady, dependable, and the most useful person in the building during a crisis. The cost is that you arrive late to every change you didn't start. By the time a thing is settled enough for you to move on it, someone else has decided it.

Do this: Take one decision this month at 60% information instead of 90%. Write down first what you expect to go wrong.

The Weather (*SEE · The read you can see*)

You are in the room without a reading on the room — or on yourself. This is almost never a character problem. It is a load problem: nobody has interior bandwidth in year three of a hard run.

Do this: One check a day, at a fixed time: three words for what your body is doing. Not why. Just what.

Even Ground (*two axes within 2 points*)

No single edge is narrower than the others, which means the useful question is not which one but how high all three sit. Look at your total.

Do this: The full Ground Read splits these three into ten. That's where the specific answer lives.

Your total

TOTAL /54	READ	WHAT IT MEANS
9 – 22	Narrow	Most of this is running on familiar ground with familiar people. That is survivable and it is not scalable.
23 – 35	Conditional	These capacities show up when conditions are good. The work is making them condition-independent.
36 – 45	Steady	Reliable across most conditions. You likely already know where you fail — the full read tells you why.
46 – 54	Wide	Unusually wide. Worth testing against what the people around you would say, which is what the full read does.

This is three of ten. The Read measures all ten, for you and for your team, and it is how every N°9 Roads offsite and High Potential cohort begins.

Reach out if you're ready to chat: courtney@nineroadsconcierge.com

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Your Read

Totals fill in automatically as you answer in most PDF readers. If yours doesn't, add them by hand.

NAME

DATE

GIVE /18

LEAVE /18

SEE /18

OVERALL /54

YOUR RESULT (LOWEST AXIS)

YOUR TOTAL READ

Result: The Vault, The Anchor, The Weather, or Even Ground. Read: Narrow, Conditional, Steady, or Wide.