

## Leadership Isolation and Connection Survey (10 Questions)

**Instructions:** For each statement, rate your agreement on a scale of 1 (Strongly Disagree) to 5 (Strongly Agree).

|                                                                                                                               |  |
|-------------------------------------------------------------------------------------------------------------------------------|--|
| 1. I often make significant decisions without having a peer or confidant I feel fully comfortable confiding in.               |  |
| 2. As I've moved into senior leadership, the number of peers who truly understand my challenges has diminished.               |  |
| 3. I frequently hesitate to share doubts, questions or uncertainties with my direct reports or fellow executives.             |  |
| 4. I feel that I carry the emotional burden of decisions more intensely, with little opportunity to offload or seek feedback. |  |
| 5. I lack safe spaces or trusted advisors for candid, off-the-record discussions.                                             |  |
| 6. I feel disconnected from frontline teams or employees, making me uncertain whether I fully understand their perspectives.  |  |
| 7. I often feel overworked, with limited time to decompress or set boundaries.                                                |  |
| 8. External pressures (market volatility, stakeholder expectations, uncertainty) heighten my sense of isolation.              |  |
| 9. I don't actively engage with peer groups, boards, coaching, or forums where I can share challenges openly.                 |  |
| 10. I have don't have deliberate practices in place to maintain connection, recharge emotionally, and mitigate loneliness.    |  |

Your score

### Scoring & Interpretation

Total score range: 10–50

10–20: Low isolation (leader has strong support systems)

21–35: Moderate isolation (some support present, but gaps exist)

36–50: High isolation risk (leader may benefit from intentional peer support, coaching or wellbeing strategies)

Read: **The silent struggle of CXOs feeling isolated** on the Piilo Consulting: Insights and Articles website for more insights: <https://piiloconsulting.com/the-silent-struggle-of-cxos-feeling-isolated/>

Ask about our leadership support solutions.