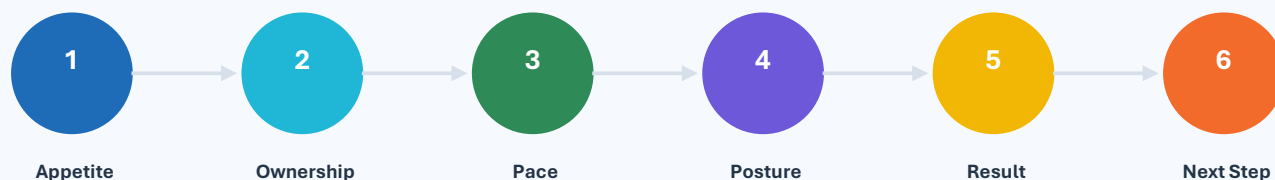


Scale Posture Check™

Self-Assessment Workbook

A quick pre-assessment to clarify whether your business is maintaining, optimizing, preparing, or ready to scale.



Important framing

Scale is not a moral upgrade. Some leaders want a bigger business. Some want a better-fitting business. Some want relief. Some want multiplication. The right strategy depends on the truth.

A posture check before the scale work begins

The Scale Posture Check™ helps clarify whether the current business posture is oriented toward maintaining, optimizing, preparing, or truly scaling.

This is not a test of ambition or worth.

It is a practical way to name the truth before choosing the next move.

1

What it reveals

Whether you genuinely want scale and whether you are prepared to own the changes required.

2

What it prevents

Wasting time forcing a scale strategy onto a business or leader that actually needs stability, optimization, or readiness first.

3

What it leads to

The right next step: DIY S.M.I.L.E.S. Snapshot, advisor debrief, readiness session, or intensive track.

Growth beyond comfortable capacity

This check does not simply ask whether you want to “double.”

For some businesses, doubling may already be easy. For others, the meaningful leap may be 3x, 5x, 12x, or a different kind of expansion entirely.

Scale means growth that exceeds current unused capacity and requires better structure, clearer decisions, stronger systems, and leadership beyond the comfort zone.

- Not just “more activity.”
- Not just “staying busy.”
- Not just “safe wins.”
- Scale requires intentional change, some risk, some faith, and a willingness to build differently.

Use this check to tell the truth about the level of growth you actually want — and the level of ownership you are ready to take.

Rate each statement from 1 to 5

Answer based on the business as it is right now — not the business you hope it will become.

| Score | Meaning |
|-------|-------------------------------|
| 1 | Not true right now |
| 2 | Weak or inconsistent |
| 3 | Partially true |
| 4 | Mostly true |
| 5 | Very true / strongly in place |

Scoring categories

Scale Appetite: questions 1–4

Scale Ownership: questions 5–8

Pace Fit: questions 9–10

Tip: do not overthink the answer. The value of the check is in the pattern, not the perfection of any single score.

Do you actually want growth beyond the current comfort zone?

Scale Appetite measures the desire for meaningful expansion, not just the desire for easier wins.

1 Meaningful growth beyond current safe capacity excites me more than simply maintaining what already works.

1 2 3 4 5

2 I want the business to become a stronger, more valuable asset — not just a job or owner-dependent operation.

1 2 3 4 5

3 I am interested in expanding reach, revenue, impact, capacity, market position, or transferable value.

1 2 3 4 5

4 I am willing to step outside the current comfort zone if the path is strategic and the upside is worth it.

1 2 3 4 5

Scale Appetite Total: ____ / 20 Low 4–10 | Mixed 11–14 | High 15–20

Are you willing to own what scale requires?

Scale Ownership measures the willingness to change decisions, structure, delegation, investment, and execution.

5 I am willing to change how decisions, delegation, systems, marketing, and delivery currently work.

 1 2 3 4 5

6 I am willing to invest time, money, focus, or team capacity before the full payoff is visible.

 1 2 3 4 5

7 I can allow capable people, processes, or tools to own work even if they do not do it exactly the way I would.

 1 2 3 4 5

8 Once the right strategy is clear, I can move decisively instead of waiting for perfect certainty.

 1 2 3 4 5

Scale Ownership Total: ____ / 20

Low 4–10 | Mixed 11–14 | High 15–20

What pace of advisory work fits you?

Pace Fit does not determine your posture result. It helps clarify what kind of guidance will feel useful instead of frustrating.

9 I prefer clear strategic movement over prolonged discussion once the right path is identified.

1 2 3 4 5

10 I want an advisor who will challenge me to move at the pace the opportunity requires.

1 2 3 4 5

Pace Fit Total: ____ / 10 Low 2-5 | Moderate 6-7 | High 8-10

Important: Low pace fit does not mean you cannot grow. It means the next step may need clearer checkpoints, a slower implementation rhythm, or a more structured support path.

Transfer your totals

Use the ranges below to determine your Scale Appetite, Scale Ownership, and Pace Fit.

| | | | | |
|------------------------|----------|----------|--------------|------------|
| Scale Appetite | ___ / 20 | Low 4–10 | Mixed 11–14 | High 15–20 |
| Scale Ownership | ___ / 20 | Low 4–10 | Mixed 11–14 | High 15–20 |
| Pace Fit | ___ / 10 | Low 2–5 | Moderate 6–7 | High 8–10 |

CIRCLE your rating

Scale Appetite: Low / Mixed / High
Scale Ownership: Low / Mixed / High
Pace Fit: Low / Moderate / High

Next, use the Posture Map to combine Appetite and Ownership.

Plot Scale Appetite against Scale Ownership

Use your Appetite and Ownership ratings to find your current posture. If either score is mixed, use the mixed-result guidance on the next page.



Your Scale Posture result: _____

(Use this result to choose the right next step — not to judge your ambition.)

Mixed means “clarify before committing”

A mixed result is not a failure. It means either the desire, the ownership, or both need more definition before choosing a scale path.

Mixed Appetite

Clarify the level of growth you actually want. Are you seeking relief, optimization, growth, or multiplication?

Mixed Ownership

Clarify what you are willing to change, delegate, invest, or decide before pursuing scale.

Both Mixed

Begin with a readiness conversation before a scale intensive. The current pattern needs interpretation.

High Pace Fit + Mixed Ownership

You may move fast once clear — but clarity must come before speed.

Mixed-result next step:

Complete the S.M.I.L.E.S. Snapshot or schedule a posture debrief before selecting an intensive track.

The four clear outcomes

These are the results when Appetite and Ownership are clearly low or high.

Maintain & Protect

You may be more interested in protecting, simplifying, or stabilizing the business than scaling aggressively right now. Best next step: DIY Snapshot or Stability Session.

Optimize & Strengthen

You may not be seeking aggressive expansion, but you are willing to improve the business. Best next step: Systems, Economics, or Stabilization Session.

Expansion-Curious

You may want growth, but the decisions, delegation, investment, or structural changes required for scale need clarification. Best next step: Scale Readiness Session or Advisor Debrief.

Scale-Ready

You want meaningful growth and are willing to make the decisions, investments, and structural changes required to support it. Best next step: S.M.I.L.E.S. Snapshot + Advisor Session or Intensive Track.

Use the result as a guide, not a label. A business can move from one posture to another as decisions, resources, and leadership clarity change.

If your result is Maintain & Protect or Optimize & Strengthen

This may be the right season to improve the business without forcing aggressive scale.

Maintain & Protect

Focus on stability, simplicity, reduced pressure, cash clarity, and protecting what already works.

Optimize & Strengthen

Focus on improving systems, economics, leadership, or operations so the current business works better.

Good next questions

- What would make the business easier to operate right now?
- What would improve profit, time, or consistency without expanding aggressively?
- Which area should be stabilized before considering scale?

If your result is Expansion-Curious or Scale-Ready

This may be the season to clarify what scale requires — then choose the right path intentionally.

Expansion-Curious

Focus on readiness: decisions, delegation, investment, structure, leadership posture, and the real cost of growth.

Scale-Ready

Focus on the first constraint blocking scale and the right sequence for next-stage growth.

Good next questions

- What kind of growth would exceed current comfortable capacity?
- What decisions or delegations can no longer be delayed?
- Where does the S.M.I.L.E.S. Snapshot show the first scale constraint?

Write your result in plain language

Use this page to summarize your check before completing the S.M.I.L.E.S. Snapshot or scheduling a debrief.

| | |
|-------------------------------|-----------------------|
| Scale Appetite rating | Low / Mixed / High |
| Scale Ownership rating | Low / Mixed / High |
| Pace Fit rating | Low / Moderate / High |
| Scale Posture result | _____ |
| What this suggests | _____ |
| Best next step | _____ |

Summary sentence

Based on this Scale Posture Check, my business appears to be in a _____ posture. The best next step is to _____ because _____.

What should happen next?

Choose the next step that matches the posture result. This is where the check turns into direction.

Maintain & Protect

Complete the S.M.I.L.E.S. Snapshot to identify what would make the business more stable, less reactive, and easier to operate.

Optimize & Strengthen

Use the S.M.I.L.E.S. Snapshot to identify which part of the business should be strengthened first.

Expansion-Curious

Schedule a Scale Readiness or Snapshot Debrief to clarify what decisions, resources, or structural changes are required.

Scale-Ready

Complete the S.M.I.L.E.S. Snapshot and bring your result into an Advisor Session or appropriate Intensive Track.

This check is a starting point. The S.M.I.L.E.S. Snapshot identifies the first constraint. An Advisor Session helps interpret the pattern and choose the sequence.

Ready for the full Snapshot?

The Scale Posture Check clarifies whether you are maintaining, optimizing, preparing, or ready to scale. The S.M.I.L.E.S. Strategic Scale Snapshot identifies where scale is most likely breaking first.

Next: Complete the S.M.I.L.E.S. Strategic Scale Snapshot™

Then bring your result into a S.M.I.L.E.S. / Strategic Scale Advisor Session to turn the result into a practical next-step roadmap.

Get Your Complimentary
S.M.I.L.E.S. Snapshot at the
SUPERPOWRD.com:



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1-800-691- 2Win
(800-691-2946)

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