

F.I.R.E. SCORE™  
FULL LEADERSHIP REPORT

# The Spark

High Vision. Building Systems.

SCORE RANGE: 16 – 39

You see what others miss. You carry vision that most leaders never access. This report gives you a complete picture of where your leadership stands right now and specific steps to grow into the fullness of what you have been given.

## WHAT'S INSIDE THIS REPORT

- Your complete archetype profile and what it means at this stage of growth
- Pillar-by-pillar score analysis across all four F.I.R.E. dimensions
- Your specific blind spots named clearly, without softening
- A 30-day action plan built specifically for your archetype
- Bonus: F.I.R.E. Quick Reference Guide

## THE FRAMEWORK

# What F.I.R.E. Measures

The F.I.R.E. Score™ assesses four dimensions of leadership effectiveness. Every leader has strengths in some pillars and gaps in others. This report reveals exactly where you stand across all four.

<b>F</b>	<b>FOCUS</b> Identifying the right priorities and protecting attention from noise and distraction.
<b>I</b>	<b>INFLUENCE</b> Moving people, building trust, and leading others beyond their own perceived limits.
<b>R</b>	<b>RESULTS</b> Translating vision into measurable, sustained outcomes.
<b>E</b>	<b>EXECUTION</b> Building systems, delegating well, and following through with consistency.

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## YOUR ARCHETYPE

### The Spark: Score Range 16 – 39

Spark leaders are builders at heart. You see possibilities others cannot see and carry vision that most leaders spend their entire careers trying to develop. Your ideas are ahead of the curve, your instincts are sharp, and your drive is real.

The challenge for Spark leaders is not vision — it is velocity. You can generate more ideas in a week than most teams can execute in a quarter. Without the right systems, that energy creates chaos instead of compound growth. This report shows you exactly where your pillars stand and gives you a clear path forward built specifically for where you are right now.

# F — FOCUS

**Key Insight:** Strong directional vision; execution filters need development.

## What This Score Means for You

Your Focus score reflects the gap between where you direct your energy and where you need it most. Spark leaders typically score high on vision-related questions and lower on filter and prioritization. You know what you want to build. The challenge is deciding what NOT to build right now.

## Where Your Strength Shows Up

You lock in quickly on what matters most to you. Your Focus is directional and aspirational — you rarely lose sight of the big picture. People follow Spark leaders partly because the destination feels clear.

## Your Primary Gap in This Pillar

The Spark blind spot in Focus is saying yes to too many good things. Every new idea feels important because, honestly, many of them are. But undifferentiated focus is the same as no focus. Your team cannot execute on twelve priorities simultaneously.

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## YOUR ACTION STEP

Identify your Top 3 Focus priorities for the next 90 days. Write them down. Put them somewhere you see every morning. Every new opportunity gets filtered through those three before it gets your attention.

# I — INFLUENCE

**Key Insight:** Vision-casting is strong; sustained follow-through influence needs development.

## What This Score Means for You

Spark leaders lead through inspiration and vision. People are drawn to your energy and believe in the destination you are painting. The Influence gap shows up not in initial buy-in but in sustained commitment. Getting people excited is easier than keeping them aligned through the hard middle.

## Where Your Strength Shows Up

You have a natural ability to cast vision that creates belief. People who work with Spark leaders often describe feeling like they are part of something significant. That is real influence and it is a gift that most leaders never fully develop.

## Your Primary Gap in This Pillar

Spark leaders can unintentionally create a culture of inspiration dependency. Team members wait for the next energy injection rather than developing internal motivation. If you have to keep re-inspiring the same people on the same vision, your influence system has a leak.

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## YOUR ACTION STEP

Hold one 30-minute leadership development conversation with each person you lead this month. Ask where they want to grow. Listen. Follow up within 72 hours with one resource connected to what they said. This single practice changes your influence dynamic faster than anything else.

# R — RESULTS

**Key Insight:** Output is high; outcome tracking and communication have room to grow.

## What This Score Means for You

The Results pillar measures not just how much you produce but whether you connect activity to measurable outcomes. Spark leaders produce a lot. The gap is often in documenting, tracking, and communicating results in a way that builds institutional confidence and momentum.

## Where Your Strength Shows Up

Spark leaders create momentum. Things move when you are in the room. The sheer volume of activity and the speed at which you operate means results happen. Your energy produces output and that is not a small thing.

## Your Primary Gap in This Pillar

The risk is moving to the next thing before fully harvesting results from the current one. You may have produced more than you have been credited for simply because you moved on before the scoreboard caught up. Results that are not measured and communicated are invisible to the people who need to trust your leadership.

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## YOUR ACTION STEP

Start a weekly wins practice. Every Friday, write down three things your team accomplished. Share it publicly in whatever way fits your context. Name the people who made it happen. Results that are named build trust.

# E — EXECUTION

**Key Insight:** This is the primary growth edge for Spark leaders.

## What This Score Means for You

Execution is the pillar most Spark leaders need to develop most. The gap is not that you cannot execute — it is in building execution systems that work when you are not in the room, delegating in a way that does not require constant follow-up, and creating repeatable processes that allow your vision to scale.

## Where Your Strength Shows Up

When it matters most, you get things done. Spark leaders have a bias toward action that many leaders never develop. You do not get paralyzed by perfection. You ship, iterate, and move. That action orientation is valuable and rare.

## Your Primary Gap in This Pillar

The Execution gap is infrastructure. You can build the plane while flying it, but eventually your team cannot keep up and your organization cannot scale without systems. If you find yourself the bottleneck on decisions your team should be making, your Execution infrastructure needs work.

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## YOUR ACTION STEP

Choose one recurring process that currently depends on your personal presence or approval. Map every step. Write it down. Assign an owner. Give them the documented process and the authority. Check in at 30 days — not weekly.

# The Blind Spots Named Clearly

Every archetype has recurring patterns that show up under pressure. These are not character flaws — they are leadership edges. Knowing them gives you a choice. Not knowing them means they run unchecked.

1	<p><b>The Infinite Yes</b></p> <p>You say yes to too many things because almost everything genuinely interests you and seems worth doing. The cost is that your team is always in reactive mode and the things that matter most rarely get your full sustained attention.</p>
2	<p><b>The Vision-Execution Gap</b></p> <p>There is often a significant distance between the vision you hold internally and what your team actually understands to be the plan. What is crystal clear in your mind may be fragmented and confusing to the people trying to implement it.</p>
3	<p><b>Delegation Without Infrastructure</b></p> <p>You delegate tasks but not authority and not systems. Your team has assignments but lacks the decision-making frameworks to move without you. You become the bottleneck you were trying to avoid.</p>
4	<p><b>The Completion Problem</b></p> <p>Spark leaders often have more projects at 80% completion than finished projects. The excitement of starting is real. The discipline of finishing requires a different kind of energy that most Spark leaders have not yet systematically developed.</p>

# Where You Stand. Where You Are Going.

Every leader moves through these four levels over time. Understanding the full spectrum shows you exactly where you stand today and what the work looks like at each level ahead.

## YOUR CURRENT LEVEL

### THE SPARK

SCORE RANGE: 16 - 39

**High Vision. Building Systems.**

You are building the foundation. The work at this level is learning to translate vision into repeatable systems before your energy outpaces your infrastructure.

### THE EMBER

SCORE RANGE: 40 - 54

**Growing Awareness. Developing Consistency.**

Awareness is growing. The work here is developing the consistency habits that turn good intentions into reliable leadership rhythms.

### THE FLAME

SCORE RANGE: 55 - 67

**High Performance. Expanding Influence.**

You are operating at a high level. The work now is expanding your influence beyond your immediate circle and building leaders around you.

### THE FORGE

SCORE RANGE: 68 - 80

**Elite Leader. Legacy Builder.**

You are leading from legacy. The work at this level is multiplying what you have built into the next generation of leaders.

# The One Thing That Changes Everything

Based on the F.I.R.E. profile of The Spark leaders, there is one development focus that creates the greatest compound return across all four pillars. It is not the most exciting thing. It is the most important thing.

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## Build One System This Quarter

**Not a vision document. Not a strategic plan. One system.**

Spark leaders often operate in inspiration mode while their organizations quietly accumulate structural debt. Every decision that goes through you instead of through a documented process is friction that compounds over time.

The highest-leverage move is to take one area — your weekly communication rhythm, your hiring process, your client onboarding, or your team decision framework — and build it so it works without you. Fully. Not partially.

When you do this for one thing, you build the leadership muscle you need to scale. And you free capacity for the vision-level work that is genuinely yours to carry.

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### Why This Moves All Four Pillars

<b>F</b>	<b>Focus</b> Forces you to define what matters enough to systematize, sharpening your priorities.
<b>I</b>	<b>Influence</b> Demonstrates trust in your team, which deepens relational influence and reduces dependency.
<b>R</b>	<b>Results</b> Creates documented, repeatable outcomes that build organizational trust and momentum.
<b>E</b>	<b>Execution</b> Directly develops the infrastructure gap that limits Spark leaders at every level of scale.

# Built for The Spark

These four steps are sequenced intentionally. Each week builds on the one before. Do them in order.

These steps are written for leaders at every level. If you lead others, apply each step directly. If you lead without a formal team — as an individual contributor, emerging leader, pastor, or someone building toward their next role — apply each step to your sphere of influence: peers, collaborators, mentors, or the people you are already developing.

## WEEK 1

### Audit and Decide

**If you lead others:** List every active project and commitment you currently have. Assign each to: Keep (top 3 priorities), Pause (important but not now), or Drop (should not have said yes). Do not keep more than 3 in Keep. Share the list with one person who will hold you accountable.

**If you lead without a formal team:** Same exercise — include every commitment you have made to other people, every side project, and every yes you are currently carrying. The audit works the same. Your accountability partner is a peer, mentor, or coach.

## WEEK 2

### Pick One System to Build

**If you lead others:** Identify one recurring process that currently depends on your personal presence or approval. Document every step. Assign an owner. Give them the authority to run it without you for one week. Observe without intervening.

**If you lead without a formal team:** Identify one area of your own workflow that depends entirely on you being in the zone to function — something never written down. Document it as if you were training someone. That discipline is the muscle.

### WEEK 3

## Influence Investment

**If you lead others:** Schedule one 30-minute leadership development conversation with each person you lead. Ask: "Where do you want to grow as a leader in the next 90 days?" Listen. Follow up within 72 hours with one resource connected to what they said.

**If you lead without a formal team:** Identify two or three people you are already influencing — a peer, a mentee, someone newer to their role. Have one intentional conversation with each. Ask the same question. Follow up the same way. Influence does not require a title.

### WEEK 4

## Results Review and Communicate

**If you lead others:** Compile what your team accomplished in the past 30 days — wins large and small. Share it publicly. Name the people who made it happen. Results that are named build trust and create a culture that sustains itself.

**If you lead without a formal team:** Compile what YOU have accomplished in the past 30 days — including contributions to others' work, problems you solved, and value you added that may have gone unnamed. Share it with one person whose opinion matters to you. Leaders without teams often undersell their impact. This corrects that.

## WHAT COMES NEXT

# Your Next Level Starts Here

This report is the beginning of a conversation, not the end of one. The F.I.R.E. Score gives you the map. What you do with it determines whether you actually get to where you are trying to go.

### Work Through the 30-Day Plan

Do not read this and move on. The four-week plan is specifically designed for The Spark leaders. Block time this week to start Week 1.

### Track Your Progress

Leadership development is not linear. Some weeks you will execute perfectly. Others you will default back to old patterns. What matters is noticing and adjusting. Keep a simple leadership journal this month.

### Consider the Group F.I.R.E. Debrief

If you lead others, bringing your whole group through the F.I.R.E. process creates a shared leadership language that changes how your team operates. Visit [ericjwatts.org/deb](http://ericjwatts.org/deb) to learn about the Group Debrief session.

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## A WORD FROM ERIC

*"The Spark archetype is the archetype I understand most deeply because I have lived it. The vision is real. The drive is real. And the gap between what you see and what your team can execute is also real. The leaders who close that gap are willing to do the slower, less exciting work of building systems that outlast their energy. That is what this report is pointing you toward. I believe you can get there."*

**Eric J. Watts, Sr.** · Founder, Watts Leadership LLC · [ericjwatts.org](http://ericjwatts.org)