

The Leadership Reset Kit:

Why Your Leadership Feels Off
(And What to Do About It)

Donna Lynn Price



Why Your Leadership Feels Off

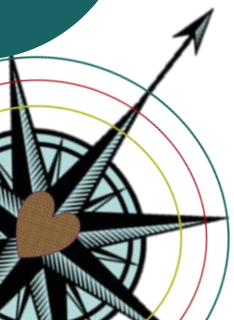
**A Guide + Self-Assessment
for Women Leaders**

Page 2 of 25

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Welcome. Welcome!!

You picked this up for a reason.

Maybe you've been feeling the friction for a while — that low-grade sense that the way you're leading doesn't quite fit. That you're working harder than you should be for results that feel smaller than they should. That somewhere between who you are and how you show up at work, something got lost.

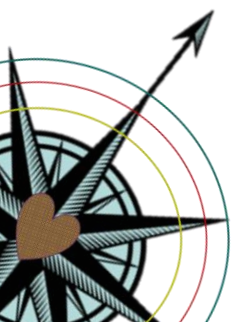
Or maybe you've just been tired. Tired of following advice that makes sense on paper and feels completely wrong in practice. Tired of second-guessing the instincts that have actually been right all along.

Either way — I'm glad you're here.

This guide is not a collection of leadership tips. It's a compass reading. It will help you see, clearly and without judgment, the distance between how you've been leading and how you were actually built to lead. The self-assessment at the center is the heart of it — work through it honestly and it will show you things you've known but haven't had language for.

Parts 3 through 6 introduce you to Compass Rose Leadership — the framework I've been building and practicing for twenty years. I want to be clear about something before you get there: this isn't a new idea I'm asking you to adopt. It's an old one I'm asking you to recognize. You've been practicing pieces of it your whole career. You just didn't have the language. And without the language, it's hard to trust it fully.

By the time you reach the end of this guide, you'll have the language.



Why Your Leadership Feels Off (GUIDE)

Set aside some quiet time. Read slowly. Write in the margins if you want. Let the prompts in the self-assessment actually land before you move on.

Your compass is already pointing. This guide helps you read it.

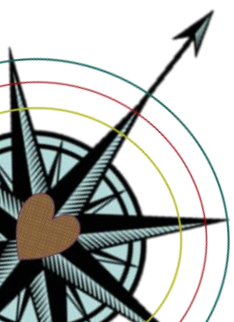
Let's get started!

Donna

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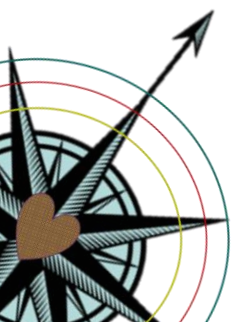
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Page 5 of 25

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Intro

There's a name for what you've been feeling.

That low-grade friction. The sense that something about how you're leading isn't quite right — not because you're doing it wrong, but because it doesn't feel like you.

You might have called it exhaustion. Burnout. Leadership fatigue. Imposter syndrome showing up in a career where you actually know what you're doing.

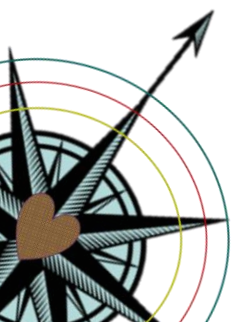
Here's what I've observed after twenty years of working with women entrepreneurs and leaders: most of the time, the problem isn't the woman. It's the template.

The leadership model most of us inherited was built inside military structures, scaled through industrial organizations, and handed to the business world as though it were universal truth. Authority flows downward. The leader is decisive, unemotional, self-sufficient. She doesn't show uncertainty. She doesn't ask for help. She commands.

And you've been trying to make that model fit. Some of you have gotten very good at performing it. You've learned to project authority you don't always feel, to suppress the collaborative instincts that come naturally, to lead from the top when every part of you wants to sit in a circle.

*Here's what that costs: your energy. your clarity.
your sense that the work is actually yours.*

This guide will help you see — clearly, without judgment — the distance between how you're currently leading and how you're actually built to lead.

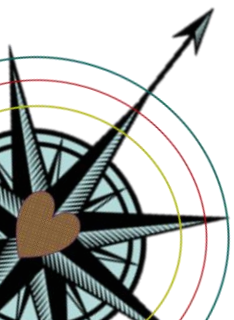


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The self-assessment at the center isn't a personality test. It's a compass reading.

Your instinct was never wrong. The template was. Let's find your way back to it.

Donna



Part 1: The Model You Inherited

Before we get to the assessment, I want to make sure we're naming the right problem. Most leadership programs teach you how to be better at a model that was never designed for you. They optimize the performance without questioning the template.

Here's what that dominant template looks like:

Hierarchy is the default.

Authority flows from the top down. Asking for input is often perceived as uncertainty. The effective leader knows and directs — she doesn't question or explore.

Decisiveness is the currency.

Strong leaders decide quickly. Collaboration slows things down. The good leader has the answers before the meeting starts.

Emotions are a liability.

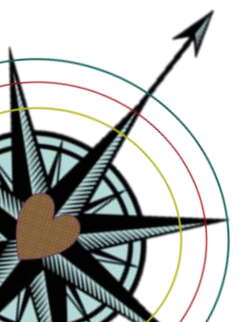
Professionalism means objectivity. Caring about how people feel is nice but not strategic. The effective leader keeps emotion out of decision-making.

Competition is the framework.

The business world is zero-sum. Helping others in your space is naive. Protect your position. Guard your ideas.

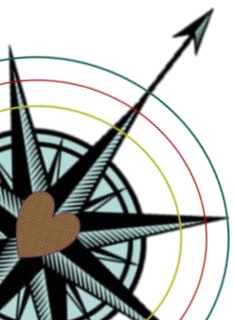
Focus is the virtue.

Pick a lane. Stop spreading yourself thin. The ability to hold multiple threads simultaneously — business, family, community, creativity — is framed as scatter, not sophistication.



Why Your Leadership Feels Off (GUIDE)

The friction you've been feeling isn't a leadership flaw. It's a template problem. And the template was never built for you.



Part 2: The Self-Assessment: Where Are You Leading From?

This assessment has four sections. Work through each one honestly. There are no right answers. The goal is clarity.

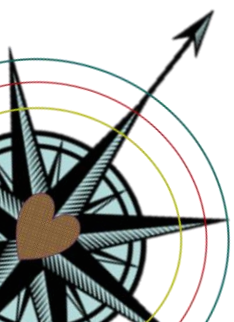
Check: How much are you performing the inherited model?

3 = This is me regularly · 2 = This happens sometimes · 1 = Rarely describes me

- ☐ I project confidence I don't always feel in order to appear authoritative.
- ☐ I make decisions alone when I'd prefer to think them through with others.
- ☐ I suppress my instinct to check in on how someone is doing and focus on performance instead.
- ☐ I feel like I need to have all the answers before I can lead effectively.
- ☐ I downplay my relational approach because I worry it looks soft or indecisive.
- ☐ I compete with others in my space when I'd rather collaborate.
- ☐ I've been told my leadership is too soft, too emotional, or not decisive enough.
- ☐ I feel most "professional" when I lead from authority rather than relationship.

☐ SECTION 1 TOTAL (out of 24)

	Significant energy spent performing a model that doesn't fit. The cost is real — in energy, authenticity, and eroding trust in your own instincts.
	You're navigating between two models — defaulting to the inherited template in some contexts, leading more naturally in others.
	You've found significant alignment with your natural leadership style — or you haven't yet absorbed the dominant model's full expectations.



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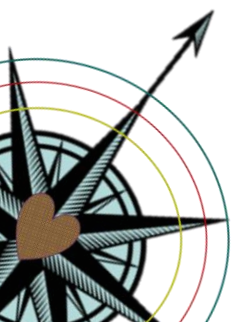
Section 2: The Cost Check

3 = Yes, regularly · 2 = Sometimes · 1 = Rarely or never

- ___ I feel exhausted by the labor of leading in a way that doesn't feel natural.
- ___ I second-guess my leadership decisions more than I'd like.
- ___ I feel a gap between who I am at work and who I am in the rest of my life.
- ___ I've wondered if I'm too soft, too relational, or too people-focused to be effective.
- ___ I feel like I'm leaving impact and connection on the table by following conventional advice.
- ___ I sometimes feel like I'm performing leadership rather than actually leading.
- ___ Leading feels harder than it should, given how much I care about the work.

___ SECTION 2 TOTAL (out of 21)

The misalignment is taking a real toll. This isn't a preference issue — it's a sustainability issue. You cannot lead well from empty.



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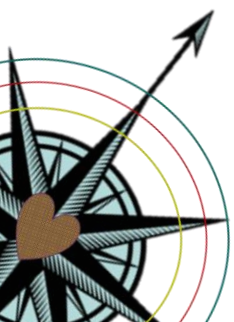
Section 3: Your Natural Instincts: How do you actually want to lead?

Check every statement that resonates with how you instinctively approach leadership.

- ☐ I want decisions to be informed by the people closest to the work.
- ☐ I want my team to feel genuinely heard, not just consulted.
- ☐ I want to measure success by the impact we create, not just the revenue we generate.
- ☐ I want to build through relationships rather than through authority.
- ☐ I want clarity about values to guide decisions more than hierarchy.
- ☐ I want to create an environment where people can bring their whole selves.
- ☐ I want to lead in a way that's sustainable — that doesn't require me to be someone I'm not.
- ☐ I want accountability to feel like returning to shared agreement, not punishment.
- ☐ I want my work to create ripples — impact beyond the transaction.
- ☐ I want collaboration, not competition, to be my primary orientation.

__ out of 10 checked

	Your natural leadership orientation is strong and clear. The gap between how you want to lead and how you've been told to lead is significant — and that gap is the source of the friction.
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Your Reflection

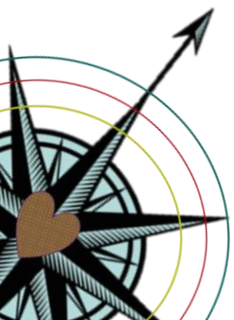
Take a few minutes to write honestly. This is the most important part.

The area where I am most clearly performing someone else's leadership model:

The leadership instinct I suppress most often — and what I tell myself about it:

If I led fully from my natural orientation for one week, what would be different?

The one thing the dominant model is costing me that I'm most ready to stop paying:



Part 3: What You Were Built For: Compass Rose Leadership

The alternative to the model you inherited has a name. And before I give it to you, I want to tell you something important: it isn't new.

The leadership model that fits women — that honors how women naturally think, connect, organize, and lead — is the oldest model of human organization in existence. Researchers call it the partnership model. I call it Compass Rose Leadership.

Not because I invented it. Because I've been practicing it — and watching women in business practice it — for twenty years before I had a name for it.

Three Anchors

VALUES

Your True North

Not the list on the wall. The ones that don't move. The ones you've protected even when it cost you something. In Compass Rose Leadership, values aren't a philosophy exercise. They are the decision-making system. Before any goal enters your strategic plan, you hold it up and ask: is this in alignment with my values? That question, asked consistently, is the most strategic thing you can do in your business.

RELATIONSHIPS

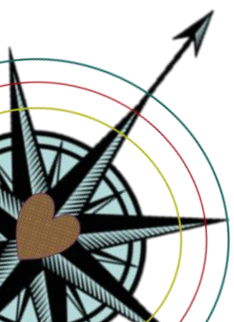
Your Strategy

Not networking. Not transactions. The actual mechanism of business growth. A twenty-year connection that hasn't transacted yet is equity — compounding quietly, converting when the season is right. The dominator model measures customers by transactions. Compass Rose Leadership measures relationships by depth and duration. Both are strategic. Only one compounds.

RIPPLES

Your Measure

Beyond revenue. Beyond client count. The impact that moves outward from your work into lives you may not even be tracking. Your business vision isn't the house, the car, the freedom — those are outcomes. The



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vision is what you're building. What changes because of you. That ripple vision is what sustains you when the work gets hard.

Five Principles

These are not rules to follow. They're recognitions — descriptions of how you've probably been oriented your whole career without having language for it.

1

Lead from the Center, Not the Top

Authority flows through relationship and clarity, not position.

2

Build in Circles, Not Pyramids

Everyone can be seen. Every voice has space. No front, no back.

3

Power Grows Through Relationships

Connection is not the soft extra. It is the strategy.

4

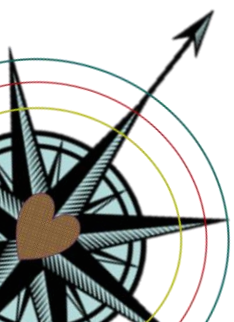
Measure Success by Your Ripples

Impact is the metric that outlasts revenue.

5

Lead YOUR WAY — Always

There is no one template. There is only your compass.



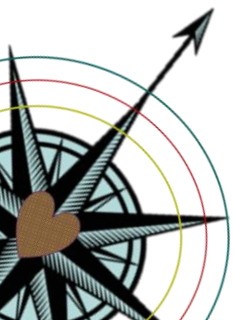
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The Proof

This isn't idealism. The partnership model has been practiced by cultures around the world for centuries. The Minangkabau of Indonesia, the Haudenosaunee of North America, the Khasi of India. Cultures organized around feminine leadership principles that have endured for thousands of years.

And right now — in 2024 — New Mexico's state legislature became the first in U.S. history where women hold the majority: 53%. What are researchers observing? More collaboration across party lines. Policy that centers families and communities. Governance shaped by ripple impact rather than dominance.

*Values. Relationships. Ripples. In a state capitol.
Today.
This model works. It has always worked.*



Part 4: Why it Works: The Business Case

Let me make the business argument directly. Because one of the most damaging myths about women's natural leadership style is that it isn't profitable.

Here's what twenty years of working with women entrepreneurs has taught me: the opposite is true.

1. Relationships drive lifetime value.

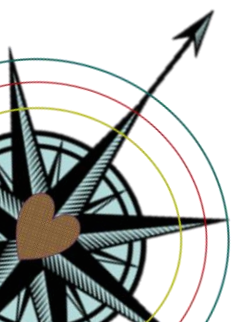
A connection you've been nurturing for a decade — even one that hasn't purchased yet — is equity. It compounds. When she's ready, she comes to you. Not because you advertised. Because you've been showing up, consistently, in relationship. That's not soft strategy. That's the most valuable asset in your business.

2. Values alignment eliminates costly drift.

Every time I've moved away from my values to chase someone else's strategy, the business paid. In money, in time, in the quiet cost of not being fully myself in my own work. Your values are not a soft filter. They are the most strategic question you can ask: does this feel like me? If the answer is no — that's not a preference. That's a warning.

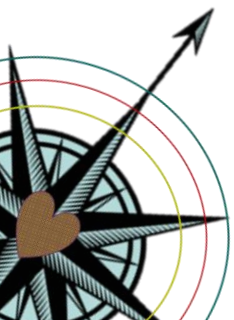
3. Community is the business model.

Compass Rose Leadership builds something the dominator model can never buy: genuine belonging. And belonging is something people will pay for consistently, reliably, and long-term. Not a one-time purchase. A recurring investment in something that matters. That's more sustainable revenue — built on relationship, not on constant promotion.



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Compass Rose Leadership isn't a compromise between doing good and doing well. It's the proof that they were never in conflict.



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Part 5: What Shifts?

I want to be specific about what actually changes when you stop leading from the wrong template. Not the aspirational version. The real version.

Decisions get clearer.

When your values are the filter, the fog lifts. You stop agonizing over whether to take the opportunity, say yes to the collaboration, invest in the program. You hold it up to the compass: does this align with my values? Does this feel like me? The answer usually comes quickly. You were just trained to override it.

Marketing feels like you.

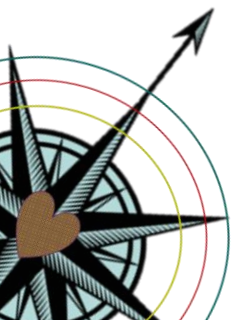
This is the one that surprises women most. When you stop trying to market like someone else and start marketing from your actual connections, your real relationships, and your genuine voice — the friction disappears. It doesn't feel like performing anymore. It feels like conversation. And conversation converts.

Your team changes.

When your people know what they're accountable to — not just what you expect but what they've agreed to together — accountability stops being punitive and starts being relational. The conversation changes from "you didn't meet my expectations" to "we built this together, here's where we drifted." That's not soft. That's more effective.

Revenue gets sustainable.

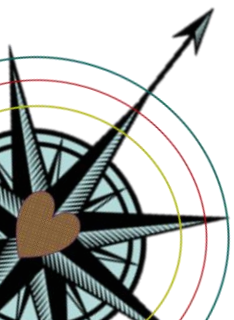
Because it's built on relationships and community, not on constant lead generation and promotional cycles. Clients who come through Compass Rose Leadership stay longer, refer more readily, and invest more deeply. Not because of better sales tactics. Because of genuine alignment.



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You stop performing

The quiet one. The one that's hard to quantify but completely real. You stop spending energy pretending to be something you're not. That energy goes back into the work. Into your clients. Into the vision. And it shows.



Part 6: Why It Feels Right

Here's what I want to say to you directly: you already know this.

Not the framework. Not the language. But the orientation. The instinct to sit in a circle. To ask before deciding. To check in on the person before addressing the performance. To measure the success of your work by how it changed someone's life, not just how much revenue it generated.

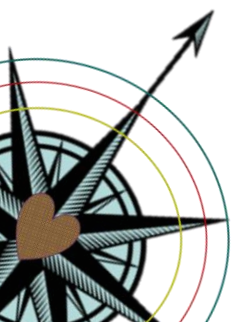
Those instincts haven't been leading you astray. They've been leading you home.

The reason Compass Rose Leadership feels right isn't because it's a new idea. It's because it's a recognition. You've been practicing pieces of this your whole career — without permission for it, without language for it, without anyone telling you it was not only valid but more effective than what replaced it.

The self-assessment you just completed showed you the gap — between how you've been leading and how you're actually built to lead. That gap is real. It costs real things. And it's also the most honest map you have to where the work is.

You've been a Compass Rose Leader for longer than you know. You just didn't have the language. And without the language, it's hard to trust it fully.

The next step is building the bridge. That's what Compass Rose Leadership — the full program — is for. Not as a philosophy you study. As a framework you live. With a community of women doing the same work alongside you.



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Your First Step

You don't change a leadership model by deciding to. You change it through practice — one specific, intentional behavior at a time.

For the next week, notice when you override your natural leadership instinct in favor of the inherited model. Don't judge it. Just notice it.

Keep a simple log. For each moment you catch:

- What happened?
- What was my natural instinct?
- What did I do instead?
- What did it cost me?

That log is data. And data is where real change starts.

You're not trying to lead perfectly from day one. You're building awareness. Awareness precedes choice. Choice precedes change.

A Final Word

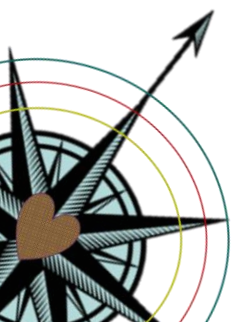
You made it to the end of this guide. That matters more than you might think.

Most people download resources like this and never open them. You opened it. You worked through the self-assessment. You sat with the hard questions. You let the framework land.

That's not nothing. That's the beginning of something.

Here's what I want you to carry with you:

The friction you've been feeling wasn't a leadership failure. It was information. Your compass was telling you something your training told you to ignore.



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And now you have language for what it was telling you — and a framework for following it.

You don't change a leadership model overnight. You change it one decision at a time. One circle instead of a hierarchy. One moment of asking before deciding. One values check before saying yes to something that looks right but feels wrong.

Start there. One thing. This week.

The workbook is your companion for going deeper. The audio is there for when you need to hear it rather than read it. And if you want to take this work further — with a complete curriculum, a community of women practicing alongside you, and a personal coaching session to apply it directly to your business — I'd love to have that conversation.

Your instinct was never wrong. The template was.

And your compass is already pointing.

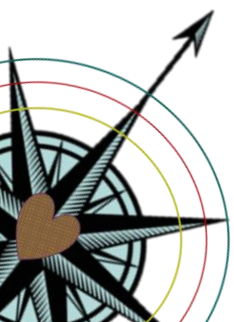
All the best,

Donna

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Founder and CEO

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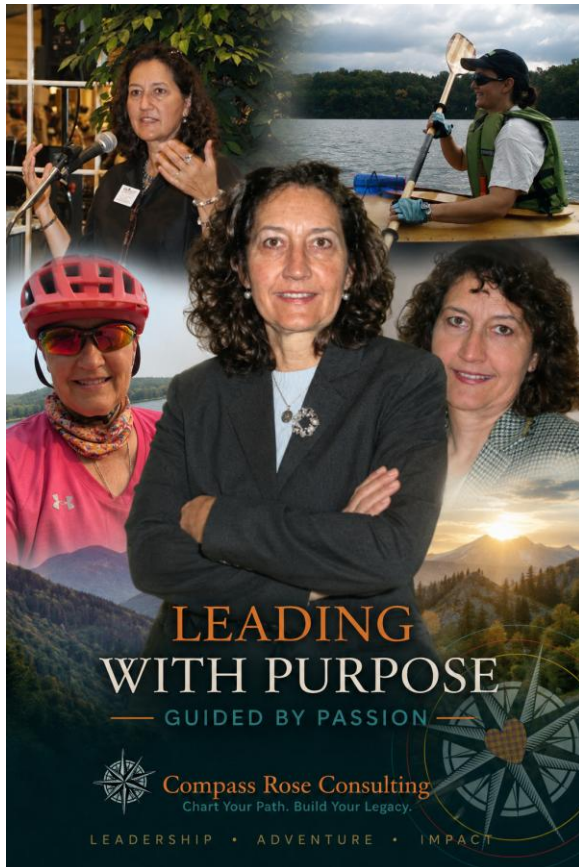
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About Me

I'm Donna Lynn Price — founder of Compass Rose Consulting, creator of the Compass Rose Leadership framework, and someone who learned what leadership actually looks like from a mountainside, a ropes course, and twenty years of watching brilliant women second-guess instincts that were right.

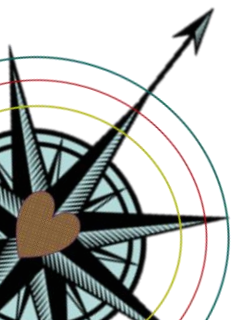


I didn't arrive at Compass Rose Leadership from a business school or a management book. I arrived at it from directing an outdoor education center for underserved youth, where I led in circles before I knew that was radical. From a 72-day Leadership Semester with Pacific Crest Outward Bound, where I learned that real leadership isn't about being at the front — it's about creating the conditions for everyone to do their best work. From Open Space Technology, which taught me that the wisdom to solve any problem already exists in the people in the room.

And from twenty years of working with women entrepreneurs who were performing someone else's leadership

model and paying for it — in energy, in clarity, in the quiet cost of not being fully themselves in their own work.

Compass Rose Leadership is what I've been practicing and teaching all along. I just finally gave it a name.



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I'm also the creator of the Business Growth Hub — a community for women entrepreneurs who are done following everyone else's map — and the author of The Business Growth & Profits Field Guide.

My message is simple: there is no ONE way to build a business. There is only YOUR WAY.

And your compass is already pointing.

