Manobal HR Services

Unlocking Potential, Delivering Success

SCALE™ Growth Readiness Report

Prepared for Sample Leader · Sample Organisation (demo data) · 6 October 2026

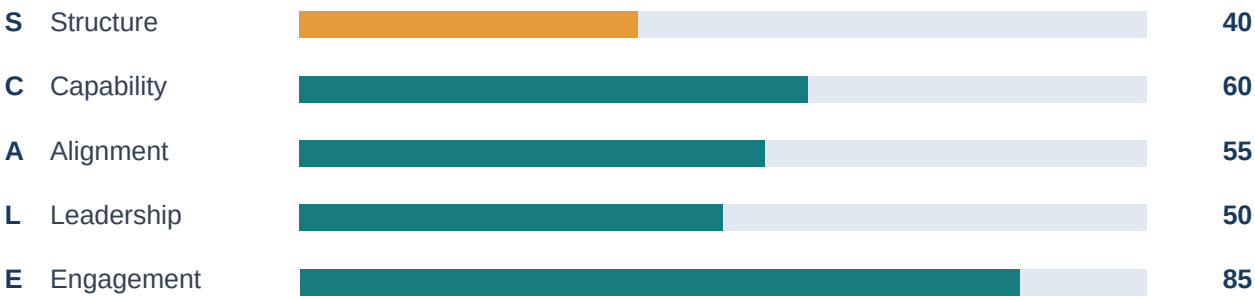
OVERALL GROWTH READINESS

58 /100 **Developing**

Growth is likely to outpace your organisation's current capability.

Parts of the organisation work, but the gaps are significant enough that additional growth will add complexity faster than the organisation can absorb it.

Your five SCALE dimensions



Amber: primary growth constraint

STRONGEST CAPABILITY

Engagement

People show ownership, raise problems early and are staying with the organisation.

PRIMARY GROWTH CONSTRAINT

Structure

Growth is being held back by unclear roles, founder or CEO dependency, and processes that change depending on who runs them.

YOUR PRIMARY CONSTRAINT

Structure — 40/100

Growth question: Can the organisation operate without constant intervention?

What the result suggests

Growth is being held back by unclear roles, founder or CEO dependency, and processes that change depending on who runs them.

The risk if it is not addressed

As volume grows, decisions queue at the top, accountability blurs and the leadership team spends its time arbitrating instead of building the next stage.

Recommended priority

Define role architecture and decision rights for critical roles, then standardise the five or six processes the business runs on every week.

A suggested 90-day pathway

Days 1–30	Map critical roles, owners and decision rights. Identify every decision that currently waits for the founder or CEO.
Days 31–60	Publish role charters and a decision-rights matrix. Document hiring, onboarding, approval and review processes.
Days 61–90	Run the business on the new structure, track escalations weekly and remove the remaining single points of dependency.

Related Manobal offering: People Foundations™

Your next step: a 30-minute diagnostic conversation

We will test whether Structure is the real constraint, identify your most expensive people-related bottleneck and agree the first three corrective priorities. No charge, no obligation.

Book my diagnostic >

Your other dimensions at a glance

Capability — 60/100

The organisation has a reasonable match between the capability it has and the capability its next stage demands.

Alignment — 55/100

Effort is not converting into results because priorities, KPIs and accountability are not connected from company goals down to individual roles.

Leadership — 50/100

Managers are not yet ready to carry the next stage of growth, so problems escalate and senior leaders are pulled into daily firefighting.

Engagement — 85/100

People show ownership, raise problems early and are staying with the organisation.

About this check

The SCALE™ Growth Readiness Check is a 25-statement self-assessment across Structure, Capability, Alignment, Leadership and Engagement. Scores reflect one person's perspective and are indicative, not a full organisational diagnosis. The full SCALE™ diagnostic gathers responses across roles — founder, leadership, managers and associates — to locate constraints with far greater precision. SCALE™ is a trademark of Manobal HR Services; patent application filed.