Company: Victory Media **Assessed By:** Mark Dallmeier **Assessed On:** November 18, 2025

Your Assessment Results

Displayed below are your organization's scores along with a quick reference guide.

Your Overall Executive Debt Index (EDI)

39

High Level of Executive Debt

Top 3 Risk Areas

1. Talent Debt — **27**
2. Decision-Making Leadership Discipline — **33**
3. Operational Debt — **40**

Score Guide

Low Level of Executive Debt (75-100)

Strong performance; maintain excellence

Moderate Level of Executive Debt (50-74)

Adequate but needs improvement

High Level of Executive Debt (25-49)

Significant gaps requiring prompt action

Critical Level of Executive Debt (0-24)

Critical issues demanding immediate intervention

Strategic Debt

Score: 47

High Level of Executive Debt

Decision-Making Leadership Discipline

Score: 33

High Level of Executive Debt

Operational Debt

Score: 40

High Level of Executive Debt

Talent Debt

Score: 27

High Level of Executive Debt

Cultural Debt

Score: 47

High Level of Executive Debt

Your Assessment Insights

These insights are tailored to how your organization scored in each category.

Strategic Debt

Score 47 — High Level of Executive Debt

The organization demonstrates partial clarity on long-term goals but struggles to translate vision into coordinated action. Leaders may agree on direction in principle yet execute inconsistently or with competing priorities. The next step is to formalize a quarterly strategic review cadence where leaders realign initiatives and reinforce disciplined follow-through.

Decision-Making Leadership Discipline

Score 33 — High Level of Executive Debt

Decision-making shows partial discipline but remains personality-driven rather than principle-driven. Leaders solicit input inconsistently, and post-decision reviews are rare. The next step is to adopt a standardized decision log and require leaders to evaluate both short- and long-term implications before implementation.

Operational Debt

Score 40 — High Level of Executive Debt

Operations show improvement yet remain vulnerable to friction across teams. Leaders often recognize inefficiencies but delay corrective action due to competing priorities. The next step is to assign cross-functional ownership for continuous improvement and implement regular operational health checks.

Talent Debt

Score 27 — High Level of Executive Debt

Talent systems are functional but uneven. Leaders may support growth conceptually yet fail to institutionalize it through structure or habit. The next step is to formalize career pathways, pair senior leaders with emerging talent, and tie development plans to measurable outcomes.

Cultural Debt

Score 47 — High Level of Executive Debt

Cultural alignment is forming but fragile. Employees recognize leadership intent yet question follow-through. Leaders should engage directly in culture-building rituals—listening sessions, value storytelling, and recognition programs—to close the gap between aspiration and behavior.