

THE DIRECTION DIAGNOSTIC

20 Minutes to Identify the Momentum Gap.

This audit measures the **Execution (Thinking)** layer of your **Human Skills Stack** - the ability to prioritise under ambiguity.

3-Level Audit

Ask these of at least three different levels in your organisation

1. **The Translation Test:** In your own words, what are the 3 things that will define success for us this year?
2. **The Sacrifice Test:** Do you know exactly what you should stop doing to create space for those things?
3. **The Cascade Test:** Would you bet this month's wages that your team knows and would say the same things you just told me?

The Alignment Scorecard

Rate your leadership team on a scale of 1-5:

1. **Shared Interpretation:** We mean the same thing when we use words like "Innovation" or "Customer-Centric".
2. **Selective Focus:** We have said "No" to good ideas to protect our "Great" ideas.
3. **Visible Intent:** Our team knows the Why behind the What

The "Brilliant Ambiguity" Check

Warning Sign: If every person interprets the strategy differently, you have "Brilliant Ambiguity"- inspiring language that produces nothing.

Brilliant Ambiguity creates Pseudo-Involvement - asking for input when the path is already set. It is the most expensive friction in your system.

Stop Planning. Start Directing.

Need Help with This? Reach out.
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