



The Over-Explanation Drift Check

If your team needs 80 slides to explain their work, this will help you understand why.

What This Tool Is

Over-explanation is often misread as a communication issue.

In many cases, it is a signal of misalignment.

This quick check helps you identify whether your team's communication patterns are pointing to deeper leadership alignment gaps.

The Assessment

1 = Strongly Disagree | 3 = Inconsistent | 5 = Strongly Agree

Clarity of Expectations

- Shared understanding of success before starting work
- Projects connect to organizational priorities
- Clear expectations for level of detail

Confidence in Decision Authority

- Team members feel empowered
- Focus on outcomes and recommendations
- No need to justify every step

Alignment in Communication

- Updates are concise
- Teams lead with key takeaways

- Information organized around decisions

Trust in Leadership Response

- Leadership does not second-guess unnecessarily
- Presentations are not defensive
- Comfort sharing outcomes

Signs of Over-Explanation

- Too much detail in presentations
- Teams walk through everything
- Updates prove alignment

Scoring

Mostly 4–5s: Aligned communication with clarity and trust.

Mostly 3s: Inconsistent alignment. Drift emerging.

Mostly 1–2s: Hidden drift likely. This is an alignment issue.

The Reframe

The goal is not to make communication shorter. The goal is to make alignment clearer.

When alignment is strong, communication becomes naturally concise.

When alignment is weak, teams compensate with explanation.

Continue the Conversation

If this assessment raised questions, you're not alone.

This is one of the earliest signals of leadership drift.

Let's continue the conversation.