

Five Moments Diagnostic

Most leadership teams don't struggle with alignment everywhere.

Meetings

Where alignment is either reinforced or quietly lost

Our meetings have a clearly defined purpose before they begin

1 2 3 4 5

The right people are consistently in the room

1 2 3 4 5

Participation is balanced across the group

1 2 3 4 5

Meetings result in clear decisions or next steps

1 2 3 4 5

We do not revisit the same conversations repeatedly

1 2 3 4 5

Where do your meetings create clarity and where do they create confusion??

Decisions

Where clarity either accelerates momentum or stalls it

It is clear who owns each decision

1 2 3 4 5

We distinguish between input, influence, and final authority

1 2 3 4 5

Decisions are made at the appropriate level

1 2 3 4 5

Once a decision is made, it is supported and carried forward

1 2 3 4 5

We do not revisit or undermine decisions after the fact

1 2 3 4 5

Where does decision-making feel clean and where does it feel unclear?

Mission

Where direction is either lived or quietly diluted

Our mission is clearly understood across leadership

1 2 3 4 5

Decisions consistently align with our stated priorities

1 2 3 4 5

We can confidently say no to misaligned opportunities

1 2 3 4 5

Strategic priorities guide day-to-day actions

1 2 3 4 5

We are constantly shifting direction or focus

1 2 3 4 5

Where are you aligned to your mission and where are you drifting?

Conflict

Where alignment is tested, not avoided

Disagreements are addressed directly and constructively

1 2 3 4 5

Tension is resolved rather than ignored

1 2 3 4 5

Issues are discussed at the right level

1 2 3 4 5

People can challenge ideas without damaging relationships

1 2 3 4 5

Conflict leads to better outcomes, not lingering frustration

1 2 3 4 5

Where is conflict productive and where is it avoided or misdirected?

Projects

Where alignment becomes visible through execution

Projects have clear ownership and accountability

1 2 3 4 5

Priorities are realistic and not overloaded

1 2 3 4 5

Work moves forward without constant bottlenecks

1 2 3 4 5

Responsibilities are clearly defined across roles

1 2 3 4 5

Projects are completed not endlessly extended or stalled

1 2 3 4 5

Where does work move and where does it stall?

Scoring and Insight

Score Each Section (out of 25)

Meetings: _____

Decisions: _____

Mission: _____

Conflict: _____

Projects: _____

Interpretation

20-25: Strong Alignment

14-19: Drifting

Alignment is inconsistent and beginning to create friction

5-13: Misaligned

Which moment scored lowest?

Where do breakdowns appear to be connected?

What feels hardest to address right now?

Alignment rarely fails everywhere at once.
It fails in one moment and spreads.

From Insight to Action

Which moment is creating the most friction right now?

- Meetings
- Decisions
- Mission
- Conflict
- Projects

We are struggling with alignment in _____ because _____

If nothing changes, what happens? _____

One conversation that needs to happen: _____

One decision that needs clarity: _____

One behavior that needs to change: _____

Most teams can identify misalignment once they see it.
The challenge is fixing it without creating more disruption.

If this surfaced more questions than answers, that's where the work begins.