

*Dirty*  
30s

# The **F** is Silent.

## DIRTY 30s REFLECTION GUIDE

*30 Questions to Diagnose Misalignment in Real Time*



SEE IT.



NAME IT.



FIX IT.

# How to Use This Guide

This guide is organized around the **ABC framework**, the three places alignment breaks down in every leadership ecosystem.

## THE ABC LENS

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### A

#### ACCESS

Someone lacks information, proximity, or visibility.

### B

#### BELONGING

Someone is present but not connected to shared direction.

### C

#### CONTRIBUTION

Someone's capacity isn't activated toward outcomes

**NAME WHICH ONE IS BROKEN AND YOU KNOW EXACTLY WHAT TO FIX.**

Misalignment is rarely random. It usually breaks in Access, Belonging, or Contribution first.

*Relationships are infrastructure. And now you know where yours needs repair.*

# The Three Fs Hiding in Your Leadership

Before you answer a single question, understand what you're really diagnosing. The ABC framework maps directly to three silent disruptors that erode leadership ecosystems from the inside out.

## The **F** is Silent.

- **Fear** sounds like: *'I need more information before I decide.'*
- **Faking** sounds like: *'Everything's on track.'*
- **Fatigue** sounds like: *'I'm fine. Just busy.'*

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**YOU'VE SAID ALL THREE OF THOSE.**

⚠ These three Fs don't announce themselves. They show up as quiet disengagement, polite compliance, and exhausted output. This guide helps you name them.

Fear disrupts Access. Faking disrupts Belonging. Fatigue disrupts Contribution.

# A - ACCESS

Visibility • Information • Proximity

## QUESTIONS 1-3

### Q1

Who in my ecosystem doesn't have the information they need to execute, and have I designed a way for them to get it, or am I assuming they'll ask?

*My Response:*

### Q2

Where am I assuming proximity when people actually need an explicit connection? Who thinks they're in the loop when they're not?

*My Response:*

### Q3

What decision am I making in isolation that should be made with more visibility? Who should be in that room and isn't?

*My Response:*

If these questions made you pause, you're not missing strategy.  
You're missing visibility.

What you don't see in your ecosystem is already impacting execution.

It is not just information that you need.  
You need to understand what's not flowing.

# A - ACCESS

Visibility • Information • Proximity

QUESTIONS 4-6

## Q4

Who is outside the conversation that should be inside it? What is it costing the ecosystem that they're out?

*My Response:*

## Q5

What information am I holding that would change someone else's work, or their trust, if they had it?

*My Response:*

## Q6

Where is access assumed instead of designed? Where does my ecosystem depend on people knowing things they were never explicitly told?

*My Response:*

If people are outside the conversation who should be inside it, this isn't a communication issue.

It's an access design problem.

And it's costing you time, trust, and execution, whether you've named it or not.

# A - ACCESS

Visibility • Information • Proximity

QUESTIONS 7-9

**Q7**

Who doesn't know what's happening, and why does that actually matter to execution? What breaks because of that gap?

*My Response:*

**Q8**

What visibility gap is costing me execution time? Where are people working on wrong assumptions because nobody corrected them?

*My Response:*

**Q9**

Where are people in my ecosystem guessing instead of knowing, and what does that guessing produce?

*My Response:*

If people in your ecosystem are guessing instead of knowing, you're not dealing with confusion.

You're dealing with misalignment.

And misalignment always shows up in results.

# ACCESS / BELONGING

Visibility • Information • Proximity • Inclusion • Shared Direction • Alignment

QUESTIONS 10–12

## A – Access

### Q10

What would change in my leadership if everyone had the same information I do? What decisions would be different?

*My Response:*

## B – Belonging

### Q11

Who in my ecosystem is present but not actually aligned? Who shows up but isn't in it?

*My Response:*

### Q12

Where am I asking for buy-in without creating genuine inclusion? Where am I calling "consensus" what is actually "compliance"?

*My Response:*

- ③ Access Reminder: Information is not a reward for proximity. It is the infrastructure of execution. Design it intentionally.

# B - BELONGING



Inclusion • Shared Direction • Alignment

QUESTIONS 13-15

## Q13

Who feels like a contractor in my ecosystem instead of a contributor? What made them feel that way?

*My Response:*

## Q14

What shared direction exists clearly in my head, but hasn't been communicated explicitly enough to be real for anyone else?

*My Response:*

## Q15

Where is alignment being performed in meetings but absent in practice? What's the gap between what people say in the room and what they do in the hallway?

*My Response:*

If alignment sounds right in meetings but disappears in action, that's not alignment.

That's performance.

And performance without connection will always break under pressure.

# B - BELONGING



Inclusion • Shared Direction • Alignment

QUESTIONS 16–18

## Q16

Who is executing tasks without understanding the why behind them, and how is that affecting the quality of their work?

*My Response:*

## Q17

What would change in my ecosystem if everyone felt genuinely connected to the outcome, not just assigned to it?

*My Response:*

## Q18

Where is belonging assumed instead of built?  
Where does my ecosystem depend on people feeling included when no one has actively created that experience?

*My Response:*

If people don't understand the why behind their work, they won't connect to the outcome.

And when connection is missing, alignment becomes optional instead of natural.

# BELONGING / CONTRIBUTION

Inclusion • Shared Direction • Alignment • Activation • Outcomes

QUESTIONS 19–21

## B – Belonging

### Q19

Who is showing up but not engaged, and do I actually know why? Have I asked?

*My Response:*

### Q20

What invitation have I not extended that would create real alignment, not just compliance or presence?

*My Response:*

## C – Contribution

### Q21

Who in my ecosystem has capacity that isn't connected to anything that matters right now? What is that costing us?

*My Response:*

- ③ Belonging Reminder: Compliance is not alignment. Presence is not connection. Belonging must be built. It cannot be assumed.

# C - CONTRIBUTION



Activation • Capacity • Outcomes

QUESTIONS 22-24

## Q22

Where am I under-utilizing talent, not because it's unavailable, but because I haven't created the connection point for it to be activated?

*My Response:*

## Q23

What skills or capabilities exist in my ecosystem that aren't producing outcomes? Why not?

*My Response:*

## Q24

Who is passive when they could be producing, and what would need to change for them to move from present to activated?

*My Response:*

If talent exists in your ecosystem but isn't producing outcomes, the issue isn't capability.

It's activation.

And activation doesn't happen by accident.

# C - CONTRIBUTION



Activation • Capacity • Outcomes

QUESTIONS 25–27

## Q25

Where is contribution being bottlenecked by unclear expectations? Where are people willing but not directed?

*My Response:*

## Q26

What would change in my ecosystem if every person's best work were actually in play?  
What would be different in 30 days?

*My Response:*

## Q27

Who is waiting for permission to contribute at the level they're capable of, and what would happen if I simply gave it to them?

*My Response:*

If people are willing but not directed, you don't have a motivation problem.

You have a clarity problem.

And clarity is what turns effort into results.

# C - CONTRIBUTION



Activation • Capacity • Outcomes

QUESTIONS 28–30

## Q28

Where is potential sitting idle in my ecosystem because nobody connected it to a priority that mattered?

*My Response:*

## Q29

Who could be contributing more, and what specific ask have I not made because I assumed they were already doing it?

*My Response:*

## Q30

Where has hustle replaced healing in my ecosystem? Where are people producing outputs without recovering, and what is that doing to the quality of their contribution?

*My Response:*

- ⓘ Activation is not accidental. If potential is sitting idle, the question is not about the person — it's about the connection point you haven't created yet.

TALK YOUR SHIFT

# You've Been Diagnosing. Now It's Time to SHIFT.

## Diagnose

Use these 30 questions to identify exactly where alignment is breaking down.

## Define

Name the specific shift your leadership requires, precise and actionable.

## Act

Build your next-step action plan. Leave with clarity, not just reflection.

Clarity without action changes nothing. The next SHIFT requires movement.

- ✔ Join the next Talk Your SHIFT session. Regular + VIP options available.

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