

Coherence Gap Reflection Worksheet

*Where Leadership Intent and
Organizational Experience Drift Apart*





COHERENCE GAP REFLECTION WORKSHEET

WHERE LEADERSHIP INTENT AND ORGANIZATIONAL EXPERIENCE DRIFT APART

This worksheet helps you identify where understanding and focus break down, not because of poor communication, but because of competing priorities, unmade decisions, or unspoken trade-offs.

Coherence is not what you say.

Coherence is what people act on **without hesitation**.

HOW TO USE THIS TOOL

- Set aside 10–15 uninterrupted minutes
- Answer honestly based on current reality
- Write in plain language, and avoid aspirational phrasing

You are not diagnosing failure.

You are locating leverage.

STEP 1 — NAME THE AREA THAT FEELS BLURRY

Gaps in coherence and being clear usually show up as friction, delay, or repeated conversations.

Complete this sentence:

An area where progress feels slower or harder than it should is:

Examples (do not copy):

- Strategic priorities
- Decision ownership
- Role expectations
- What “good” looks like

STEP 2 — WHAT YOU BELIEVE IS CLEAR

Leaders often assume things are clear because they feel clear.

Answer honestly:

What do I believe is already clear in this area?

STEP 3 — WHAT OTHERS MAY EXPERIENCE INSTEAD

Now shift perspective.

Based on behavior you observe (not assumptions):

If I were in their position, what might feel unclear, conflicting, or risky?

Clues to look for:

- Repeated questions
- Hesitation to decide
- Workarounds or escalation
- Inconsistent execution

STEP 4 — THE UNMADE OR UNSPOKEN DECISION

Most communication gaps exist because something hasn't been decided, or hasn't been made explicit.

Answer honestly:

What decision, trade-off, or boundary may still be unmade or unspoken?

Examples

- What matters most right now
- What can wait
- Who decides when priorities conflict
- What success actually requires

STEP 5 — THE COST OF THE COHERENCE GAP

Coherence and focus gaps are not neutral.

They cost time, energy, and belief.

If this gap remains unresolved for the next 6–12 months, what will it cost?

- Time
- Energy
- Trust
- Momentum
- Talent
- Opportunity

Briefly describe:

STEP 6 — THE ONE CLARIFYING MOVE THAT MATTERS MOST

You do not need a full plan.

You need one intentional act of clarification.

The single clarifying move that would reduce friction immediately is:

This could be:

- Naming a priority
- Making a trade-off explicit
- Clarifying decision rights
- Saying no, clearly

STEP 7 — HOW YOU WILL REINFORCE THIS UNDERSTANDING

Being clear fades if it isn't reinforced.

How will I reinforce this clear understanding and focus through words, decisions, or behavior?

CLOSING REFLECTION

Answer quietly:

If this area were fully clear, what would become easier almost immediately?

A FINAL PERSPECTIVE

Making things clear is not a one-time communication event.

It is an ongoing leadership discipline.

When understanding and focus increase, intensity becomes unnecessary.

— IrresistibleEdge™ Alignment & Performance System