

# The SAILS Self-Audit Template

Powered by The Centered CEO

Inner Clarity for Strategic Impact

As a former International CEO and Board Advisor, I leverage my experience to guide leaders using the proprietary Clarity-to-Impact Model. This template operationalizes the **SAILS Model**—my personal governance ethos—to ensure strategic decisions align with long-term integrity, not short-term pressure.

**Instructions:** Use this template on your next high-stakes decision (e.g., a critical hire, a major investment, a tough personnel choice). **Use the SAILS structure as a prototype for engineering your own Immutable Compass.** Score your decision against each of the five pillars.

## 1. The Decision Inventory

High-Stakes Decision Being Vetted	Current Uncertainty Gap (Estimate % certainty)	Perceived Obstacle to Action (e.g., Fear, Political Pressure, Data Ambiguity)

## 2. The SAILS Alignment Check

Score your decision on a scale of 1 (Non-Aligned / High Risk) to 5 (Fully Aligned / Sustainable).

SAILS Pillar	Vetting Question (The Check)	Alignment Score (1-5)	Rationale/Evidence (Brief Notes)
S: Simplicity	Does this decision simplify our operations or strategic focus (mitigating complexity and friction)?		
A: Authenticity	Is this decision authentic to my core purpose, or is it designed to please stakeholders or avoid conflict?		
I: Innovation	Is this investment disciplined and strategic, or is it driven by short-term hype or fear of missing out?		
L: Leadership	Does this decision reinforce responsible behaviour and the cultural integrity of the team I lead (the Leadership Echo)?		
S: Sustainability	Will this decision build long-term enterprise value, or is it a short-term financial gain that creates future ethical/resource debt?		

### 3. The Decisional Integrity Mandate

**CALCULATION MANDATE:**

**Sum the Scores:** Add the five scores (1-5) from the **SAILS Alignment Audit** (Max 25).

**Calculate Average Integrity Score:** Divide the total sum by 5.

Use the Average Integrity Score to determine the ethical viability of the decision:

Average Score Analysis	Mandate & Strategic Action
Score 4.0 or Above	MANDATE: Proceed. Your decision is structurally sound and ethically aligned.
Score below 4.0	MANDATE: Halt and Recalibrate. The decision is suffering from internal friction. The risk of future cultural or political collapse is too high. You must redesign the choice until it aligns with your Immutable Compass.

**Ready to Lead with Integrity?**

If this Audit revealed a score below 4.0, the decision carries a high risk of organizational friction. Your personal ethos is the ultimate governance tool.

**Initiate a Confidential Strategic Discussion** to explore how the **Clarity-to-Impact Model** can install disciplined integrity and achieve **Sustainable Impact**.