

# The Commitment Assessment Audit

Powered by The Centered CEO

Inner Clarity for Strategic Impact

As a former CEO and Board Advisor, I have witnessed teams achieve extraordinary execution not through enforced agreement, but through genuine commitment.

This diagnostic tool helps you assess where your team is currently aligned (suppressed) versus genuinely committed. It reveals the conversation gaps you need to address to build a team that executes with full force.

**Instructions:** Complete the inventory below, then use the assessment questions on Slide 2 to diagnose your current state. Use the findings to shape the team conversations needed on Slide 3.

## 1. Team State Assessment Inventory

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

Current State / Behaviour	Aligned (Suppressed)	Committed	Your Assessment
Disagreement Response	Suppressed; people stay silent	Heard and respected; discussed openly	
Decision-Making	Everyone must agree before action	Clear authority; decision made transparently	
Team Language	Different in boardroom vs. corridor	Consistent; one shared language	
Execution Speed	Slows for consensus; hedged effort	Fast; full commitment despite disagreement	
Covert Resistance	Present; 6am meetings, tiny sabotage	Absent; team executes fully	
Loyalty Signal	Conditional; depends on ongoing agreement	Genuine; rooted in trust in process	
Pressure Test	Team fractures under pressure	Team strengthens; commitment deepens	
Hidden Cost	Months of stalled projects; talented people leave	Aligned outcomes; sustained execution	

## 2. Critical Assessment Questions

When someone on your senior team genuinely disagrees with you, how do you typically respond? Does dissent feel like feedback or feels like disloyalty?

Does your team know explicitly where the debate ends and where the decision begins? Or do people remain uncertain about decision-making authority?

After a major decision, can people execute it fully even if they personally disagreed? Or do you see hedging, covert resistance, or private disagreement?

Is the resistance in your team overt (loud, honest) or covert (quiet, patient, destructive)? Which is worse in your organisation?

When pressure comes, does your team fracture into 'I told you so' or strengthen into 'we committed to this'?