

# Urgency Blindness Diagnostic

Powered by The Centered CEO

Inner Clarity for Strategic Impact

As a former CEO and Board Advisor, I leverage three decades of experience to guide leaders toward strategic clarity. This diagnostic tool helps you assess whether **Urgency Blindness** is affecting your strategic clarity and decision-making.

**Instructions:** Answer the diagnostic questions honestly. Your risk level will reveal where the noise is blocking your clarity and which frameworks will help you reconnect.

## Section 1: Decision-Making Clarity

1. In the last 30 days, have you abandoned a strategic priority because of external pressure?
2. How many times this week have you changed your mind based on new data? (More than 3 times = Yes)
3. Can you say in one sentence what your organisation exists to do, beyond the numbers?
4. When you make a high-stakes decision, are you choosing based on what feels urgent, or what matters most?
5. Can you remember the last time you said no to a good opportunity because it didn't serve your core strategy?

## Section 2: Clarity & Alignment

1. If I asked your leadership team right now, 'What's our number-one priority this quarter?' would they all give the same answer?
2. Do the people closest to you feel confident about where you're headed, or are they confused?
3. Are your leaders defending their corner, or are they building something together?
4. If something changed tomorrow, would your team know what to do without waiting for your signal?
5. Does your organisation feel like a coherent strategy, or a collection of initiatives with no through-line?

### Section 3: Energy & Capacity

1. Are you moving fast because you're clear, or moving fast because you're running from something?
2. Do you have any mental space left to step back and think, or is your calendar so full that everything is triage?
3. When a crisis hits tomorrow, do you have the reserves to respond with centred thinking, or will you collapse into panic?
4. At the end of most days, do you feel energised or completely drained?
5. Can you remember the last time you took a decision based on clarity rather than pressure?

### Scoring Your Results

*Total your 'Yes' answers across all three sections (out of 15 total)*

#### **HIGH RISK (11-15 Yes Answers)**

You're making decisions in a fog. Your strategic vision is being eroded by reactive pressure. Your team is confused about what actually matters. This is costing you millions in missed opportunity and strategic correction. Most dangerous: you're still moving fast, so it doesn't feel broken yet. But it is.

#### **MEDIUM RISK (5-10 Yes Answers)**

You have clarity on some things and lost it on others. Your organisation is experiencing drift in specific areas. You're starting to feel the friction between what you intended and what's actually happening. This is the moment to act. Before you become the cautionary tale.

#### **LOW RISK (0-4 Yes Answers)**

You maintain strategic focus even under pressure. You say no more often than you say yes. Your team knows what matters. You have reserves left at the end of the day. You're not immune to Urgency Blindness, but you're managing it. Don't become complacent. The noise never stops talking.

### What Comes Next

*Total your 'Yes' answers across all three sections (out of 15 total)*

#### **If You Scored HIGH RISK:**

Schedule a diagnostic conversation to surface what's actually true  
Read The Immutable Compass to install the personal ethos that vetoes bad decisions

#### **If You Scored MEDIUM RISK:**

Start with The Capacity Crisis to rebuild your mental reserves  
Move to The Strategic Lie of 'Yes' to restore your strategic focus  
End with The Leadership Echo to align your signals with your strategy

#### **If You Scored LOW RISK:**

Read The Immutable Compass to deepen the personal governance that's keeping you clear.