



ORGANIZATIONAL DECISION AUDIT

Is Your Organization Making Decisions from
Shared Understanding?

1 THINK ABOUT YOUR LAST DIFFICULT DECISION

What was the decision?

Who participated?

Why was this decision difficult?

2 WHAT HAPPENED DURING THE CONVERSATION?

☐ Different priorities emerged	☐ We struggled to explain the decision consistently
☐ We debated what mattered most	☐ We weren't referring back to our mission or values
☐ We relied on individual opinions	☐ We didn't have a common way to evaluate our options
☐ We revisited conversations we thought we'd already settled	

3 SHIFT THE CONVERSATION

Instead of asking... • What do you think? • Which option do you prefer? • What's worked before?		Try asking... ✓ What best reflects our mission? ✓ What serves our audience? ✓ What aligns with our values? ✓ Which choice supports our vision? ✓ What decision will we still feel good about a year from now?
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4 REFLECTION

What assumptions surfaced during the discussion?

What needs greater shared understanding?

One action we can take before the next major decision:



KEY TAKEAWAY

Shared organizational understanding creates a common starting point for better decision-making. Better decisions become the foundation for organizational capacity.

