

The Alignment Snapshot

Twenty minutes · three questions · one page

NAME

AREA

DATE

Answer independently, in writing, the same day. No talking first.

THE THREE QUESTIONS

1. What are our top three priorities this quarter, in order?

1. _____
2. _____
3. _____

2. What is the single biggest thing standing in the way?

3. What does a successful quarter look like for your area, in one sentence?

HOW TO READ IT

Lay the answers side by side and read for the pattern, not for who is right. The simplest test: cover the names. If you can still tell who wrote which answer, each leader is quietly running their own company inside yours.