

The Sanity Audit

10 Uncomfortable Questions for Leaders Who Are Ready to Be Honest

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ON HEROISM

Q1

How many times this week did you step in to do a task that belongs to someone else?

Was it truly mission-critical — or did you just want to avoid a messy floor?

Q2

If you disappeared for two weeks, what would break?

Make that list. That list is your real to-do list.

Q3

What would have happened if you had let the last ball drop?

Be honest.

ON CLARITY

Q4

Can every person on your team name the top three priorities right now — without looking anything up?

If not, the problem isn't execution. It's clarity.

Q5

When did you last delete something from your backlog?

If the answer is "never" or "I can't remember," you have backlog bankruptcy.

Q6

How many items on your backlog are older than six months?

When did they stop being relevant — and why are they still there?

ON FLOW

Q7

What is the one meeting your team attends every week that produces no decisions and could be an email?

Why is it still on the calendar?

Q8

What work is your team doing right now that no one can see?

Dark work kills velocity. If it's not on the board, it doesn't exist.

ON LEADERSHIP

Q9

When did you last say no to something — and mean it?

What did saying yes cost you instead?

Q10

If your organization is still running the same way in two years, what does that actually cost you?

In talent, in delivery, in your own sanity.

HOW TO SCORE

Answer YES or NO to each question. If 6 or more of your answers are YES — your organization is hero-dependent. The book was written for you.