Illustrative sample. A fictional leadership team, not client data.

Deasy Performance

Sample findings

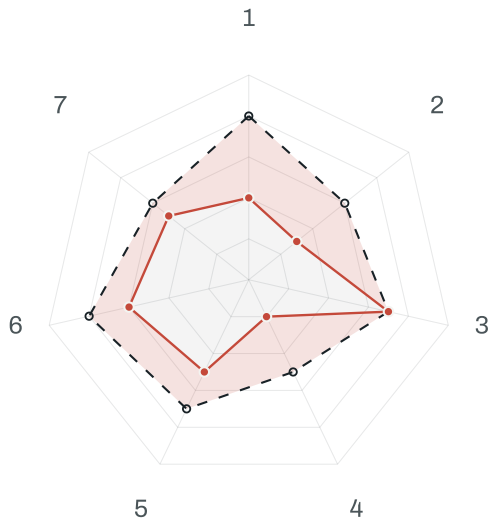
A fictional operations leadership team of nine

This is what you'd get at the end of an Assessment or an Audit, filled in for a team I've made up. The shape is real, though: it's the one I find most often. Everything here is written to be read by the leader and circulated to their team without a translation step.

What I found, in three sentences

Start with the good news: on Strategic Alignment, the team's own read and what I saw match exactly, 7 and 7. The gap is in saying things out loud: Trust & Candor carries the widest difference, 8 stated against 4 observed, and it sits underneath all three constraints overleaf. None of this is about having the wrong people; it's about how the team is set up to work, which is the fixable kind of problem.

Seven dimensions, scored twice



Observed in the room

The team's own assessment

The gap between them

Scored 0 at the centre to 10 at the rim, with a ring every 2.

Sample scores, all seven dimensions

#	Dimension	Stated	Observed	Gap
1	**Trust & Candor**	8	4	−4
2	**Decision Velocity**	6	3	−3
3	**Strategic Alignment**	7	7	±0
4	**Unspoken Dynamics**	5	2	−3
5	**Accountability Grip**	7	5	−2
6	**Leadership Resonance**	8	6	−2
7	**Adaptive Capacity**	6	5	−1

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The three things costing this team most

Ranked by what they cost, not by how loud they are.

1 Decisions reopen after the meeting

What I saw	Four of the nine described a decision agreed in the room and reversed within a fortnight. The disagreement was there all along; it came out in one-to-ones instead of the meeting.
What it costs	About a week of cycle time on every reversed decision, and the leader pulled back in as tiebreaker each time.
Suggested owner	The leader, with the chief of staff keeping a simple decision log.

2 Two groups both own intake

What I saw	Planning and delivery each believe new requests start with them. Work waits while they check with each other, and nobody is wrong by their own account.
What it costs	Two to three days added to most requests before anyone starts on them.
Suggested owner	The two group leads, together.

3 Three people on every critical path

What I saw	The same three names appear on eleven of the fourteen items the team called critical. Everything else queues behind their calendars.
What it costs	Slow decisions whenever one of the three is away, and three very tired people.
Suggested owner	The leader, one conversation with each of the three.

A first 90 days

Weeks 1 to 4	Agree how a decision gets made and written down, then hold the next five decisions to it.
Weeks 5 to 8	Draw one line between planning and delivery: a single owner for intake, and a shared definition of ready.
Weeks 9 to 12	Move two critical items off the three names, and check the first two changes are holding.

Then it's your call

Run it yourself. Take the findings and run with them. They're yours to keep.

Build it with your team. I work alongside you and your team to design the fixes together, and stay while they take hold.

If this looks like your team, let's talk. 30 minutes, no obligation: calendly.com/keagan-deasy/30min