

Team Pacts Alignment Survey

WHAT THIS TOOL IS TRYING TO ACHIEVE

To reveal where a leadership team is genuinely aligned, where assumptions differ, and which conversation will create the greatest movement.

WHAT IT EXPLORES

Ambition & Culture

What the team is here to achieve, and the behaviours it expects while doing so.

Execution & Truth

How decisions become action, and whether the difficult things are said in the room.

Trust & Privileges

How members rely on one another, and what leadership requires beyond individual roles.

THE EXPERIENCE

Team members respond privately to carefully framed statements across six essential pacts. The combined view highlights both alignment and variation without exposing individual answers.

WHAT YOU RECEIVE

- A clear alignment profile across all six pacts
- The strongest areas and the points of productive tension
- A recommended first conversation, supported by practical prompts

THE INTENDED OUTCOME

A shared, evidence-based starting point for clearer agreements, more honest dialogue and stronger collective leadership.