

The Compass Framework Worksheet

A working tool to map your business against the six areas that determine whether it can scale. Work through each area with your leadership team — write real answers, not the ones that sound good.

01 Strategy

How will we win?

What makes your business different from the alternative a customer could choose instead?

Where are you winning today, and where are you competing on price alone?

If a competitor copied everything you do, what would still make customers choose you?

02 Vision

Where are we going?

If your business looked exactly the way you wanted in three years, what would be different from today?

Does your leadership team agree on the answer — or would you get different answers from different people?

What is the next 90 days actually building toward?

03 Leadership

Who will lead it?

Does every seat on your leadership team have the right person in it?

Where does the team avoid a hard conversation instead of having it?

What decision has been sitting unmade because no one owns it?

04 Execution

How will we deliver consistently?

Do you know, right now, whether this week is on track — or will you find out at the end of the month?

What did you commit to last quarter that didn't get done, and why?

How many of your meetings end with clear next steps versus just more discussion?

05 Improvement

How will we continue getting better?

What's the recurring problem everyone on the team already knows about but no one has fixed?

What manual workaround has quietly become “just how we do it”?

If you fixed one process this quarter, which one would free up the most time?

06 Accountability

Are we on track?

How would you know today if the business is actually making progress toward its goals?

What's your cadence for checking in — weekly, quarterly, annual — and is it actually happening?

What number, if it moved, would tell you the business is winning?
