

The Trust Friction Audit

A 10-Point Leadership Alignment Check

Goal: Identify where structural friction is slowing decision speed, draining bandwidth, and eroding trust inside your leadership system.

Instructions: Check every statement that reflects your current team reality.

The Pre-Meeting Loop

Key stakeholders align informally before formal decision meetings.

The Silent Veto

A decision appears approved in the room but stalls afterward due to unspoken resistance.

The Cover-Yourself Email

Leaders over-CC or over-document to protect themselves rather than to clarify ownership.

The Professional Mask

Meetings highlight good news while real risks or failures stay unspoken.

Decision Latency

Simple decisions stretch across multiple meetings without clear ownership.

The Consensus Trap

Alignment is used to delay action until everyone feels comfortable.

Emotional Labor Drain

High performers spend significant energy managing internal tension instead of advancing the mission.

The Permission Habit

Capable leaders regularly seek approval for decisions already within their authority.

The Unspoken Rules

There are topics that “everyone knows” not to raise with certain people.

The Energy Imbalance

Interpersonal friction feels heavier than the actual workload.

What Your Results Suggest

0–2 Checks

Your leadership system shows strong alignment and healthy decision flow. Continue reinforcing clarity and ownership structures.

3–6 Checks

Structural friction is slowing execution. You are likely paying a trust tax in time, energy, and decision speed.

7–10 Checks

Your leadership architecture is under strain. Protective behaviors may be overriding strategic focus. Intervention at the structural level is recommended.

If this audit surfaced more than three friction points, a Trust Diagnostic can help identify root causes and determine whether targeted repair or a full Trust Architecture Intensive is appropriate.

Next Step

If this audit surfaced structural friction in your leadership system, the Trust Diagnostic is a focused 2-hour intervention designed to map root causes, clarify ownership breakdowns, and restore decision flow.

To explore fit, book a [30-minute Trust Consultation](#) or email heather@heathermcdaniel.com.