

## AUDIT: The Sovereignty Gap Analysis

### *Is Your Team Thriving or Just Surviving?*

**The Problem:** Most companies try to fix "performance" with more meetings. But performance isn't a behavior—it's an **infrastructure**. If your team is stuck in **Passive Endurance**, they aren't just tired; they are costing you money.

**Instructions:** Rate your team on a scale of 1 (Never) to 5 (Always). Be radically honest.

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### **Part 1: The Managerial Bandwidth Leak**

1. **The Permission Trap:** Projects stall because employees are "waiting for the okay" on tasks they are fully qualified to handle. [ ]
2. **The Fix-It Loop:** Managers spend 5+ hours a week mediating small frictions or "hand-holding" through routine tasks. [ ]
3. **Reactive 1:1s:** Managers lead the agenda for reviews while employees wait to be "graded" rather than bringing their own agency. [ ]

### **Part 2: The Operational Cost of Silence**

4. **The Image Shield:** Employees hide mistakes or "spin" narratives to avoid appearing "imperfect" or fearing retaliation. [ ]
5. **Information Silos:** Important details are hoarded, creating a "Wait Time" tax for peers who need clarity to proceed. [ ]
6. **The Accountability Deficit:** When a goal is missed, the default conversation is about "why it happened" (blame) rather than "how we fix it" (agency). [ ]

### **Part 3: The Human Vitality Drain**

7. **Energy Blindness:** Team members work through burnout until they crash, rather than utilizing "chat & email-only" energy days. [ ]
  8. **Digital Numbing:** During high stress, the team defaults to "disguised comfort" (distraction) rather than restorative recovery. [ ]
  9. **The Identity Mask:** Employees feel they must maintain a "Professional Persona" that is incongruent with their private reality. [ ]
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**TOTAL YOUR SCORE:** \_\_\_\_\_

**THE SOVEREIGNTY SCALE: What is your score costing you?**

- **10–25 | Sovereign Elite:** You are practicing **Interlocked Autonomy**. You are ready for advanced scaling.
- **26–40 | The Survival Zone:** You are paying a **\$3,337/mo "Silence Tax."** Your managers are likely drowning in "interpersonal glue."
- **41–50 | Passive Endurance:** Your infrastructure is at a breaking point. You are at high risk for an **\$83k vacancy cost** this year.

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**The Excellence Architecture: Your Next Step**

A high score isn't a permanent failure—it's a structural opportunity.

Stop asking your managers to be therapists. Let them lead, while I provide the dedicated bandwidth to reconstruct your team's vitality.

**Book Your 30-Minute Sovereignty Strategy Session:**

We will look at your specific score and I'll give you one immediate "Agency Shift" to stop the bleed.

[ **Link to Strategy Session-** [https://www.jessicajeanneconsulting.com/booking-calendar/strategy-session-interlocked-autonomy?referral=service\\_list\\_widget](https://www.jessicajeanneconsulting.com/booking-calendar/strategy-session-interlocked-autonomy?referral=service_list_widget) ]  
**jessicajeanneconsulting@gmail.com | jessicajeanneconsulting.com**

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