

The Assumption Audit

A short reset for when work feels heavy or political

Use this tool when:

- *Conversations feel careful or guarded*
- *Decisions feel heavier than they should*
- *There's tension, but no one is naming it directly*
- *You hear things like "we probably shouldn't..." or "they won't go for that"*

Use it on your own or with your team to help surface what's being assumed but not said.

1. What are we assuming is true right now?

About: the work, leadership expectations, constraints, what's allowed or not allowed

Write down what people believe, even if you're not sure it's accurate.



2. What are we treating as fixed/concrete that might not be?

Examples: timelines, scope, decisions already made, stakeholder preferences

What feels locked in, but hasn't actually been confirmed?

3. What feels risky to say out loud? *This is usually where the real friction is.*

- What are we hesitating to say?
- What might feel uncomfortable to challenge?
- What are we avoiding?



4. What would change if these assumptions weren't true? *Pick one or two assumptions and think about how things would look if they were wrong*

- What could we do differently?
- What options would open up?
- What decision might become easier?

5. What assumption and with whom should we test or challenge this week?

Unspoken (and more often than not inaccurate) assumptions are what make work feel heavier than it really is"