

The 3-Conversation Reset

How leaders unblock teams and restore
momentum



Teams don't get stuck because they lack effort

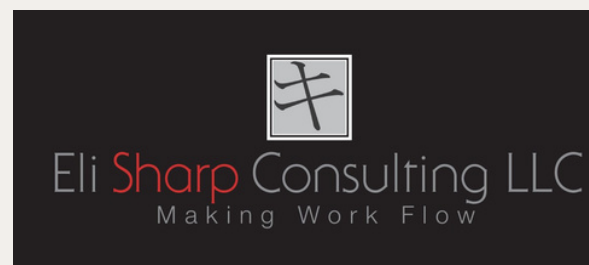
They get stuck because expectations are unclear, decisions are waiting, or constraints go unchallenged.

Most organizations respond by adding urgency.
Clarity works better.

This reset gives you three conversations that move work forward

- Align on what “good” actually means
- Surface the decision that’s blocking progress
- Challenge assumptions that quietly limit action

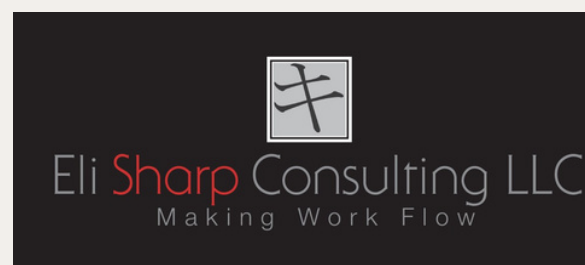
Designed to be used in 30–45 minutes.



How to use this reset

- Use in a team meeting, project check-in, or 1:1
- Complete all three conversations in order
- Capture real answers, not polished ones

This is about clarity, not fault.



Conversation 1

What does good look like?

Teams stall when success exists only in someone's head. This conversation creates shared clarity so everyone is solving the same problem.

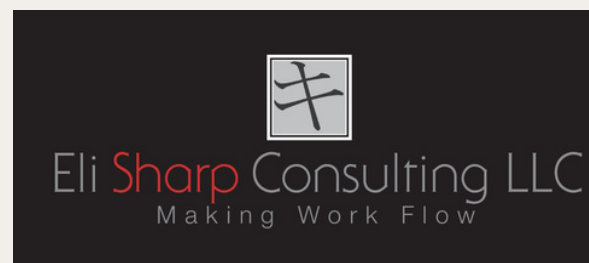
Ask the room

- What does done actually look like?
- How will we know this worked?
- What would make us say, “Yes, this is successful?”

Capture the answers

- Outcome we are aiming for
- What must be true for this to be successful
- What is explicitly not required

Vague answers create slow execution.



Conversation 2

What decision is actually holding this up?

Most delays are caused by decisions waiting in the background. This conversation surfaces the real blocker.

Ask the room

- What decision must be made for this to move forward?
- Who owns that decision?
- What information is missing?

Make the decision visible

- The decision we are waiting on
- Current decision owner
- What's preventing the decision right now
- Missing information
- Risk concerns
- Competing priorities
- Unclear authority
- Decision needed by (date)

If ownership is unclear, the delay makes sense.

Conversation 3

Where are we assuming constraints that may not be real?

Teams often stop themselves based on assumptions no one has validated. used by decisions waiting in the background. This conversation surfaces the real blocker.

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Ask the room

- What are we assuming we can't do?
- Where did that assumption come from?
- What would change if it weren't true?

Challenge the assumption

- Assumed constraint
- Why we believe this is fixed
- What options open up if this assumption is wrong
- One small experiment we could try

This is about questioning rules that may no longer apply

Before you move on

- One decision being made this week
- One action starting immediately
- One owner accountable for next steps

Clarity beats urgency

**Momentum follows
clarity, ownership, and
permission**

When this works imagine it at scale

If this reset helped your team move forward, imagine what's possible when these conversations are built into how your organization operates.

Eli Sharp Consulting helps leaders design decision-ready teams that move faster with less friction.

Book a conversation at elisharpconsulting.com

