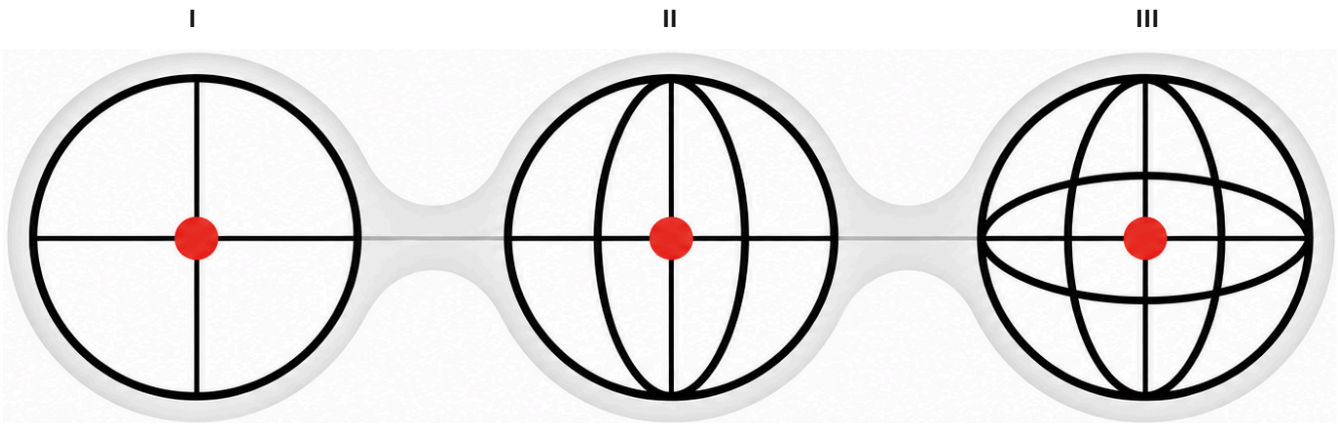
# THE THREE KEY QUESTIONS - YOUR COMPASS

## VISION & STRATEGY WORKSHEETS

**Personal preparation for vision, direction and strategic decision-making.**

From current topics and management information to collective Alignment, Momentum & Markers.




**WHAT IS POSSIBLE?**

Even if you already have a clear vision, these worksheets invite you to take a fresh look with an open mind. See familiar paths differently, discover possibilities beyond your usual ways of thinking and explore unexpected connections that could open up new - or even groundbreaking - next steps.

**The Three Key Questions - Your Compass: discover what you haven't seen yet.**

**COMPANY** _____

**NAME** _____

**ROLE / AREA OF FOCUS** _____

**DATE OF VISION & STRATEGY CONVERSATION** _____

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# WHAT IS THIS DOCUMENT FOR?

From personal input and current information to shared Business Alignment and Momentum.

**OPEN TO ALIGNMENT: BEING / VISION · FEELING / ALIGNMENT · DOING / MISSION**

**PURPOSE**

Use these worksheets to explore your own perspective, information, insights and intentions before a vision or strategy conversation. Arrive prepared for discussions about growth, direction, adaptation, change or other strategic choices.

Ideally, Conscious Being and Conscious Doing are aligned. The Three Key Questions help you explore and strengthen this alignment.

**WHAT OPENS IN THE CONVERSATION**

These worksheets are not a fixed conversation route. Preparation brings topics and perspectives into view. In the meeting, the live conversation is central: listen, align and stay where meaning emerges. The Three Key Questions serve as a compass, not a checklist.

## HOW TO USE THESE WORKSHEETS

**1 SOURCES & TOPICS**
Bring current topics and relevant information into view.

**2 CLARITY**
What is clear around the topic? What could become clearer? Choose one to three difference-makers.

**3 RECEPTIVITY**
What is needed for these difference-makers to contribute more to the success of the organization?

**4 COLLECTIVE RECEPTIVITY**
Which perspectives, stakeholders and cooperative components can strengthen the movement?

**5 CONFIDENCE**
Is there enough confidence to move? If not: what still requires Clarity or Receptivity?

**6 VISION & STRATEGY CONVERSATION**
Place the individual perspectives side by side and arrive at shared difference-makers, direction, Momentum Steps and Markers.

**THE TOPIC IS CENTRAL. THE KPI MEASURES.**
**THE TOPIC MATTERS. THE THREE KEY QUESTIONS ARE THE COMPASS.**

For the CEO / chair: agree in advance which period and management information serve as the shared basis, and leave room for additional current topics and signals.

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YOUR INPUT

# WHAT NEEDS ATTENTION RIGHT NOW?

Bring topics, themes, signals and developments into view that, from your perspective, are relevant to the success and movement of the company.

Consider the dashboard and management reports, as well as customers, market, products and services, people and teams, processes, partners, technology, financing, input and output, opportunities, developments and other cooperative components.

| TOPIC / THEME | WHERE DOES IT COME FROM? | WHAT DO I SEE? | KPI / SIGNAL / OBSERVATION |
|---|---|---|---|
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**Which topics or connections stand out to you?**

**Which current topics or signals deserve attention, even if they are not yet clearly measurable?**

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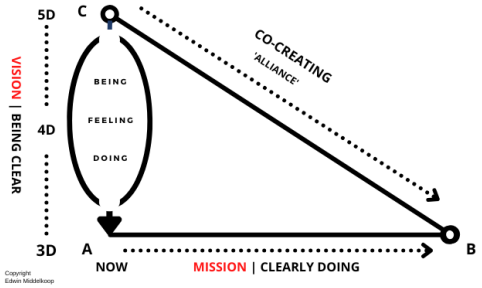
KEY QUESTION I

# CLARITY

Is there Clarity?

Choose one topic from your inventory. Explore what is already clear, what could become clearer and what the topic may mean for the success and movement of the organization.

Vertical axis: Conscious Being.
Horizontal axis: Conscious Doing.
Ideally, both are aligned.




**What is clear to you about this topic?**

**What could or should become clearer around this topic?**

**Where do you see the biggest difference between the current and potential contribution to the success of the organization?**

**Which information, signals, measurements or cooperative components help you see this more clearly?**

**BASE YOUR VIEW ON DATA, KPI, SIGNAL, OBSERVATION OR EXPERIENCE.**

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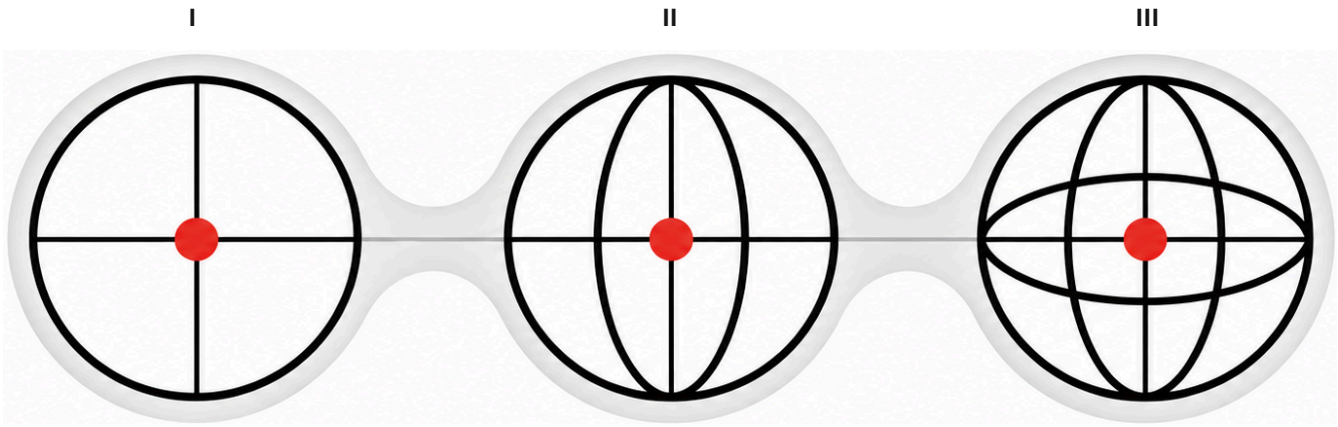
# WHERE DO YOU STAND PERSONALLY?

After your first exploration, revisit your own position in relation to what is emerging.




### REVIEW YOUR OWN POSITION

How does what you have seen so far affect your own perspective? Use The Three Key Questions to explore where you stand in relation to the topics, signals and possibilities that have become visible.

PERSONAL ALIGNMENT | To what extent are my Conscious Being and Conscious Doing aligned?

### Is there Clarity?

What has now become clear to me?

### Is there Receptivity?

What am I willing to open up to further on this basis?

### Is there Confidence?

Do I have enough confidence to move with this?

**FROM PERSONAL POSITION TO SHARED ALIGNMENT**

The personal check makes visible what you bring to the conversation: your perspective, intention, willingness to move and contribution to a direction the collective can truly support.

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# CHOOSE YOUR BIGGEST DIFFERENCE-MAKERS

Which one to three topics deserve shared attention in your view?

Choose topics where a change, reinforcement or better cooperation between components can make a meaningful contribution to the success of the organization.

| DIFFERENCE-MAKER | WHERE DO I SEE THIS? | POTENTIAL CONTRIBUTION | COMPONENTS INVOLVED |
|---|---|---|---|
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| | | | |
| | | | |

**Why these difference-makers in particular?**

**Which one has the greatest leverage in your view, and why?**

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KEY QUESTION II

# RECEPTIVITY

Is there Receptivity?

**SELECTED DIFFERENCE-MAKER**

**What is needed for this topic to contribute more to the success of the organization?**

**Which possibilities, conditions, resources, knowledge, people or collaborations can make a difference?**

**Which cooperative components can contribute more strongly or work together differently?**

**Is the desired movement possible? What is the route?**

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# COLLECTIVE RECEPTIVITY

How receptive is the collective to this movement?

Look ahead to the collective field. Different perspectives can reveal new clarity, conditions and possibilities. What do you want to see, hear or gather in advance?

**Who are the key stakeholders for this movement?**

**Which perspectives do we expect from them?**

**Where is there already shared Clarity and Alignment?**

**Where could further alignment or steps add significant value?**

**What can bring the Collective Receptive Center closer?**

**ARE WE - INCLUDING THE COLLECTIVE PERSPECTIVE - SUFFICIENTLY RECEPTIVE NOW?**

**STEP OR INFORMATION I STILL WANT TO GATHER BEFORE THE VISION & STRATEGY CONVERSATION**

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# CONFIDENCE

Is there Confidence?

**YES | Which logical first step takes us into Clear Action?**

**NOT YET FULLY | What still needs attention?**

**CLARITY | What do we still want to see or understand more clearly?**

**RECEPTIVITY | What is still needed, possible or to be aligned?**

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# MY VISION & STRATEGY INPUT

One page with the core of your personal exploration and preparation.

### 1 | MY MOST IMPORTANT TOPIC / THEME

### 2 | WHAT MAKES THIS TOPIC RELEVANT?

Dashboard · KPI · signal · observation · development · conversation · opportunity · cooperative component · other

### 3 | MY CORE FROM THE THREE KEY QUESTIONS

| CLARITY | RECEPTIVITY | CONFIDENCE |
|---|---|---|
| What has become clear to me? | Which possibility or route do I see? | Where do I have confidence, and which link needs attention? |

### 4 | MY BIGGEST DIFFERENCE-MAKER

### 5 | WHAT DOES THIS ASK OF THE COLLECTIVE?

Which people, perspectives, resources or cooperative components need to come together?

### 6 | MY PROPOSAL FOR MOMENTUM

**DESIRED MOVEMENT**

**FIRST STEP**

**WHO / WHAT**

**WHEN**

**FIRST MARKER**

### CORE IN ONE SENTENCE | What do I want to bring to the conversation?

**READY WITH YOUR PREPARATION? | AI SUGGESTION**

Scan or photograph your completed pages and ask AI: "Summarize my preparation into a clear contribution for a Vision & Strategy conversation. Organize my input by Clarity, Receptivity, Confidence, difference-makers and Momentum. Add nothing I have not provided myself."

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# PLACE THE PERSPECTIVES SIDE BY SIDE

Each participant briefly shares which topic stands out from their own perspective and what that view is based on.

| PARTICIPANT / PERSPECTIVE | TOPIC / THEME | SOURCE / SIGNAL | DIFFERENCE-MAKER / CORE INPUT |
|---|---|---|---|
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**Which patterns, similarities, contrasts or new connections become visible collectively?**

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# CHOOSE THE SHARED DIFFERENCE-MAKERS

Where can the team make the greatest difference from the perspective of the whole?

| SHARED DIFFERENCE-MAKER | WHY THIS ONE? | TOPIC / COMPONENTS | WHAT MAKES IT VISIBLE? |
|---|---|---|---|
| | | | |
| | | | |
| | | | |

**What has become clearer by combining the different perspectives?**

**Which difference-maker has the greatest potential leverage?**

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# FROM DIFFERENCE-MAKER TO ROUTE

What is needed to make the chosen movement truly receptive?

**SHARED DIFFERENCE-MAKER**

**What needs to happen for this topic to contribute more to the success of the organization?**

**What route do we see?**

**Which conditions / resources are needed?**

**Which cooperative components do we connect?**

**Which collective step is needed?**

**ARE WE NOW COLLECTIVELY RECEPTIVE ENOUGH FOR THIS ROUTE?**

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# CAN THE TEAM CARRY THIS MOVEMENT?

Test the shared route against the third Key Question.

COLLECTIVE CHECK | Are we aware of what we want together and willing to act accordingly?

**IS THERE ENOUGH CONFIDENCE TO CARRY THIS MOVEMENT TOGETHER?**

**YES | Which shared step takes us into Clear Action?**

**CLARITY | What do we still want to see or understand more clearly as a collective?**

**RECEPTIVITY | What is still needed, possible or to be aligned?**

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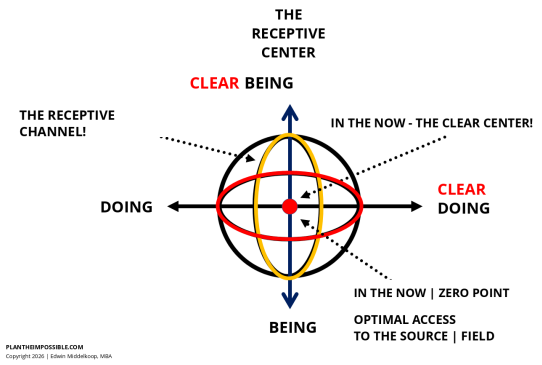
# THE COLLECTIVE RECEPTIVE CENTER

Where do Clarity, Receptivity and Confidence come together?

CONSCIOUS BEING (vertical) · CONSCIOUS DOING (horizontal). Ideally, both are collectively aligned: the Collective Receptive Center (HOM).




**What has become the essence through the shared exploration?**

**Which direction can the collective truly support?**

**What does this mean for Clear Action?**

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# FROM ALIGNMENT TO MOMENTUM

Which movements are we now consciously setting in motion?

Momentum can emerge through Clarity, Receptivity or Confidence, at any point in the conversation. Its strength varies as these communicating vessels influence one another and aligned movement emerges or continues.

CONSCIOUS DOING | Ideally, our decisions, resources and actions are aligned with our Conscious Being.

| DIFFERENCE-MAKER | DESIRED MOVEMENT | WHO / WHAT MOVES WITH IT? | FIRST MOMENTUM STEP |
|---|---|---|---|
| | | | |
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**What will we start to see differently once this movement gets underway?**

**How do we want to recognize this - in the dashboard, results, behavior, collaboration or other signals?**

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# PLACE YOUR MARKERS

How do we recognize along the way that the desired movement is truly emerging?

Markers make the movement recognizable. For each difference-maker, choose concrete and qualitative signals that show the organization moving in the desired direction.

### MARKER 1 | FIRST VISIBLE SIGN

What do we expect to see, hear, experience or measure first?

### MARKER 2 | MOVEMENT BECOMES VISIBLE

Which results, behaviors, signals, KPIs or cooperative components will demonstrably start moving with it?

### MARKER 3 | NEW SITUATION

What do we ultimately want to see reflected in the organization and in the relevant information sources?

### WHEN DO WE REVIEW AGAIN?

### WHO BRINGS THE PROGRESS BACK?

### WHICH INFORMATION, SIGNALS AND TOPICS WILL WE BRING BACK IN THEN?

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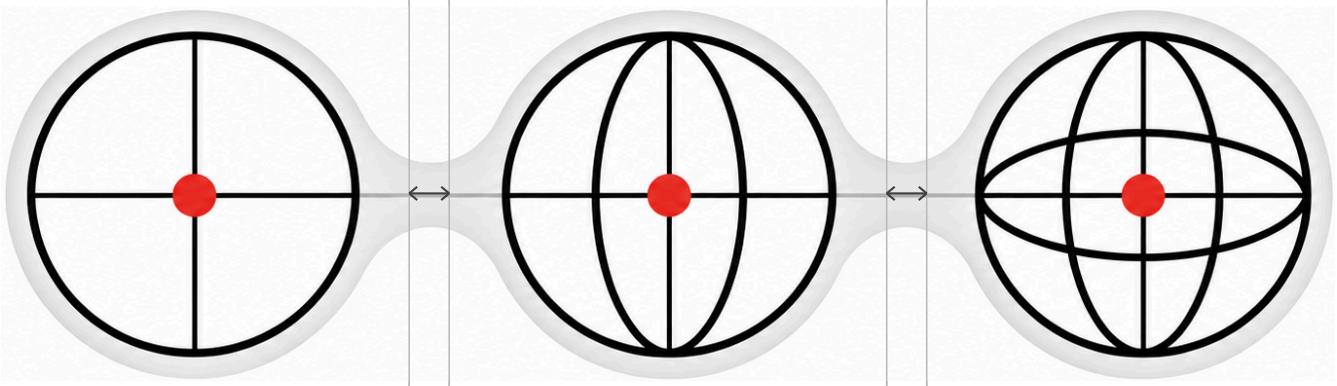
# FROM INSIGHT TO MOVEMENT

Bring together what each person has explored and determine the next movement from there.

### The conversation brings together what each person has explored.

You have placed different perspectives, signals, intentions and possibilities side by side. Where Clarity, Receptivity and Confidence reinforce one another, space emerges for a shared direction.

Use The Three Key Questions as your compass to take the next step - personally, in your team and in the organization.

| Be Clear | Stay Receptive | Have Confidence! |
|---|---|---|
|  | | |
| **CLARITY** | **RECEPTIVITY** | **CONFIDENCE** |
| **Clear about what you want?** | **Receptive to your plans?** | **Confident in your success?** |
| What is the essence, the goal and the direction? | What is needed, what do you want to learn and what calls for letting go? | What first step will you take, with whom and when? |

## Three questions. One movement.

When Clarity, Receptivity and Confidence come together, Alignment emerges. From Alignment, Momentum can emerge.

**Use the outcome as the basis for your next Vision & Strategy conversation.**

### NEXT VISION & STRATEGY CONVERSATION

Plan a new conversation (for example in 3, 6 or 12 months) to discuss progress, add new insights and adjust course where needed.

**Date of next conversation:**

### EXPLORE FURTHER?

**Plan the Impossible | The Three Key Questions - Your Compass**

Info or order your book via Amazon:

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**Workbook**
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**Worksheets**

**Workshops / seminars: plantheimpossible.com**

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