



QUESTIONS WORTH SITTING WITH

**A short reflection guide
for leaders navigating complexity**

Most leaders I work with aren't lacking information. They're carrying a lot.

Decisions. Expectations. Unfinished conversations. The pressure to keep things moving while everything around them shifts.

When everything feels urgent, it becomes harder to tell what actually deserves your attention.

The questions that follow aren't meant to be answered quickly, or all at once. They're designed to help you notice patterns, create a little distance, and think more clearly about what really matters right now.

WHERE YOUR ENERGY IS GOING

When leaders feel stretched, it's often not because they're doing the wrong things. It's because they're carrying things that don't actually require them.

Questions

- What am I spending time on that doesn't really need my level of judgment?
- What decisions keep lingering because no one else has fully stepped into them?
- What issues keep resurfacing, even though I thought they were handled?
- If I stepped away for a couple of weeks, what would actually stall, and what would keep moving?

WHAT OTHERS EXPERIENCE FROM YOU

Leadership presence isn't just about what you say. It's also about what people infer, even against your intentions.

Questions

- What behaviors might I be unintentionally reinforcing through my reactions, attention, or decisions?
- Where might my silence be creating more confusion than clarity?
- What do people consistently bring to me - problems, updates, or decisions?
- What assumptions might others be making about my priorities or availability?

WHEN IT'S BIGGER THAN ONE PERSON

Many challenges show up as people issues when they're actually signals of something broader.

Questions

- Where am I seeing the same issues show up across different people or teams?
- What workarounds have quietly become normal?
- Where are teams compensating instead of addressing the root issue?
- If nothing changes, what does this cost over the next year – not just in results, but in energy?

DECISIONS YOU'RE CARRYING

Some decisions feel heavy not because they're complicated, but because the tradeoffs haven't been named clearly.

Questions

- What decision feel harder than it should?
- Where am I delaying because alignment feels uncertain or risky?
- What decision, if made, would simplify several things at once?
- If I trusted my own judgment more fully, what would I decide next?

WHAT "CLEAR" WOULD ACTUALLY MEAN

Clarity doesn't always mean certainty. Sometimes it just means knowing what matters most.

Questions

- What do I want people to say feels clear right now?
- What is no longer true about my role that I haven't adjusted for?
- What deserves my attention that I've been postponing?
- What would change if I gave myself permission to pause and think?

NEXT STEPS

You don't need to solve everything today.

But if a pattern is repeating, or a decision feels heavier than it should, that's a signal.

Move Your Mountain Advisory works with leaders to clarify complex situations, identify people-side constraints, and determine practical paths forward.

That might look like a focused strategy day for you, a short series of working sessions, or an engagement with your leadership team.

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Learn more:

barbmonson.com/work-with-me