Next:
Common use cases

Micro Method



Tension Diagnostic v 0.2

Recognise and prioritise tensions across your company, transforming short-term frustration into opportunities for long-term success.

Reduce emotional strain, re-energise as a team, uncover root causes, and make an action plan to resolve surprisingly common tensions with a long-term perspective.

- Interpersonal & Leadership Dynamics
- Strategic & Vision Alignment
- Ecosystem & Market Dynamics
- Operational & Resource Efficiency
- Culture & Ethical Considerations
- Individual & Community Well-being

Learn more at **project-align.org/tension-diagnostic**

Strategic & Vision Alignment

Resistance or differing views on long-term vision, immediate strategic objectives, product/service strategies, the pursuit of innovative approaches vs proven methods, or protection of IP.

Operational & Resource Efficiency

Struggles arising from unclear roles & responsibilities, the acquisition and allocation of financial or technological resources, balancing efficiency and innovation, or designing scalable but adaptable processes.

Individual & Community Well-being

Concerns about professional growth, job satisfaction, balancing professional responsibilities with personal life, job security, economic stability & fulfilling responsibilities towards community and environment.

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Tension Diagnostic v 0.2

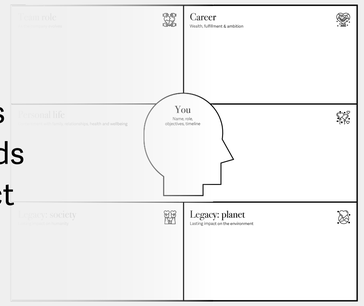
Next: Instructions & tips

Use the Tension Diagnostic to **prioritise your tensions and select which Micro Methods will help resolve them**

Micro Method

Long-term Personal Goals

Design a future where your personal and professional ambitions are fully aligned towards leaving a lasting impact on society and planet.



project-align.org/personal-goals

Micro Method

Long-term Company Goals

Define a holistic long-term vision for your company by setting ambitious yet actionable goals that lock your mission in.

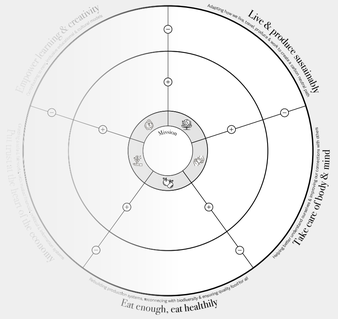


project-align.org/company-goals

Micro Method

360° Impact Map

Create a 360° view of a company's future by mapping positive and adverse impacts across five key societal and environmental areas.

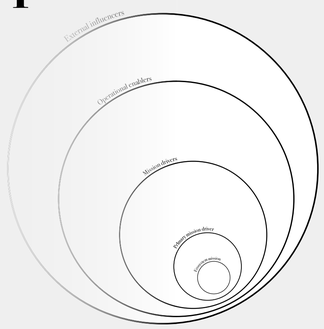


project-align.org/360-impact-map

Micro Method

Ecosystem Map

Position your company as the driving force behind its ecosystem, creating systemic change and lasting positive impact.

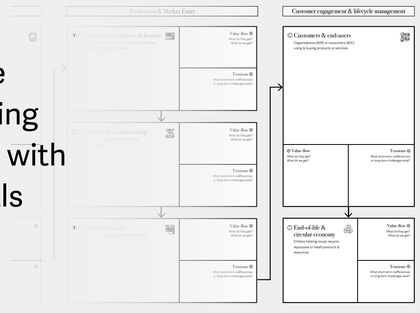


project-align.org/ecosystem-map

Micro Method

Value-chain Map

Optimise your value-chain for the long-term by aligning partner incentives with your company goals and mission.

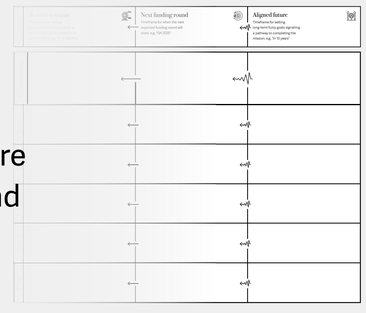


project-align.org/value-chain-map

Micro Method

Alignment Plan

Translate your Alignment strategies into a high-level, actionable plan to share with teams, boards, and other stakeholders.



project-align.org/alignment-plan

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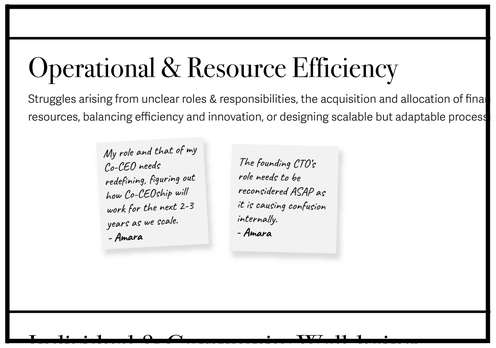
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Tension Diagnostic v 0.2

Next: Diagnose tensions

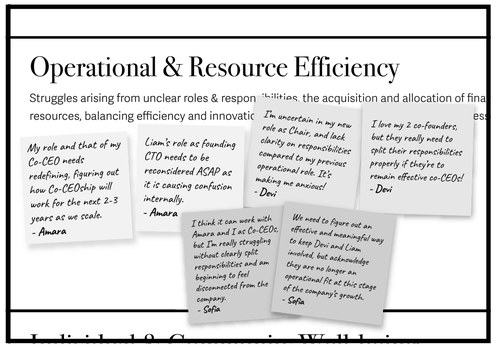
1



Individually list tensions

Using each category as a prompt, spend time alone reflecting on the tensions you're feeling. Write these clearly, focusing on what's causing disruption or strain.

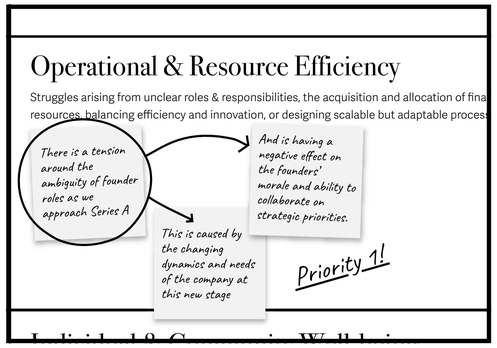
2



Share & discuss

Ask your co-founders or colleagues to do the same. Bring your tensions together and share openly, listening to each others' views to build shared understanding and empathy.

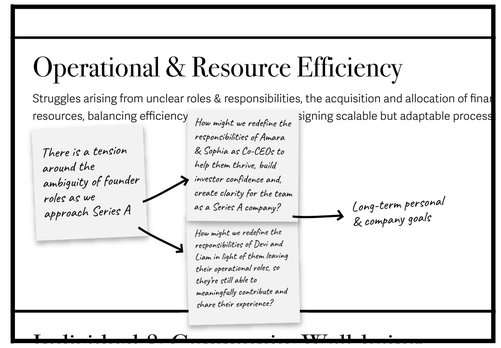
3



Simplify & prioritise

Group similar tensions, identifying underlying causes and negative effects. Eliminate duplicates, merge related tensions & simplify language to create a prioritised list to resolve.

4



Reframe as opportunities

Rewrite each prioritised tension as positive, "how might we?" questions focused on the long-term, and select which Micro Methods can help answer the questions.

Tips for success

Be open and honest

True progress will be made if each person embraces vulnerability when documenting tensions. Treat it as an opportunity to get things off your chest, establishing up front a trusted space for honesty and constructive resolution.

Short and long-term priorities

When prioritising tensions you may acknowledge dependencies amongst them. Interpersonal tensions usually need resolving before strategic ones.

Consider neutral facilitation

Whilst many tensions will be shared strategic challenges, things may also get personal. Opinions might differ, and tough personal realities might be confronted. If you know a trusted independent voice, it may be worth asking for their involvement.

Use other Micro Methods

Complete the Long-term Personal Goals, Long-term Company Goals and 360° Impact Map Micro Methods to begin resolving most tensions.

Practical bits

- The Tension Diagnostic Micro Method is the last page of this PDF.
- Use in the format most suited to your needs: print it out and scribble on top, scale to A1 and gather round with post-it notes, embed into Miro, Figma or your favourite presentation tool and type on top.
- Use this prototype GPT to simplify tensions into a smaller list by uploading a Word document with all tensions pasted in - **https://chatgpt.com/g/g-jzshWouH4-tension-synthesiser**
- Learn more at project-align.org/**tension-diagnostic**

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Tension Diagnostic v 0.2

Company:

Created by:

Date:

Interpersonal & Leadership Dynamics

Misalignments or communication breakdowns among founders, leadership, key partners & investors on strategic goals, ethics, financial expectations, leadership approaches, decision-making, or authority distribution.

Strategic & Vision Alignment

Resistance or differing views on long-term vision, immediate strategic objectives, product/service strategies, the pursuit of innovative approaches vs proven methods, or protection of IP.

Ecosystem & Market Dynamics

Challenges in responding to market volatility, collaborating with partners, suppliers & other ecosystem entities, navigating regulatory landscapes, or addressing adverse impact of business operations.

Operational & Resource Efficiency

Struggles arising from unclear roles & responsibilities, the acquisition and allocation of financial or technological resources, balancing efficiency and innovation, or designing scalable but adaptable processes.

Culture & Ethical Considerations

Conflicts in implementing diverse, equitable & inclusive practices, ethical dilemmas, corporate governance, maintaining integrity in business practices, or managing cultural & organisational shifts.

Individual & Community Well-being

Concerns about professional growth, job satisfaction, balancing professional responsibilities with personal life, job security, economic stability & fulfilling responsibilities towards community and environment.

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