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10 Signals You're Out of Alignment and How to Get it Back Fast

A Field Manual for Leaders Who Operate Under Pressure

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NO FLUFF. NO WELLNESS. JUST REALIGNMENT.

This isn't a wellness guide.

**There are no breathing exercises or morning routines in here.
You don't need another mindfulness cliché. You need a system.**

This manual helps you spot misalignment early and correct it fast — no fluff, no wellness talk.

You'll read the signals in your behavior, body, and calendar through the SCARF model (Rock, 2008): Status, Certainty, Autonomy, Relatedness, Fairness.

Read these signals as data, not emotions. Each one points to a gap between what you value and what you're doing.

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1. You feel tired, but not sleepy

Your calendar's driving, not you.

Ask Yourself:

“What part of my work drains me fastest?”

Then try this:

Delete, delegate, defer one meeting today.

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2. Joy feels like nostalgia

When joy disappears, something's out of sync.

Ask Yourself:

“What used to energize me that doesn't anymore?”

Then try this:

Write your 'why' in ten words. Replace one KPI this quarter with something that actually proves it.

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3. You're “productive” but unfulfilled

Busyness is masking uncertainty. You've lost the signal of impact.

Ask Yourself:

“What am I doing that no longer matters?”

Then try this:

Define & execute one outcome that actually matters this week.

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4. You're restless in success

**You've met the goal but missed the meaning.
Status achieved, satisfaction absent.**

Ask yourself:

“What goals no longer feel like mine?”

Then try this:

Kill one metric that flatters you.

Replace it with one that moves the business.

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5. You're short-tempered

Irritation often signals internal misalignment.

Ask Yourself:

“What value of mine just got violated?”

Then try this:

Name it out loud. State what's non-negotiable before resentment builds.

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6. You've stopped being curious

Creativity fades when fear takes over.

Ask Yourself:

“Where have I started optimizing instead of learning?”

Then try this:

Schedule 60 minutes for unstructured exploration—no deliverables, just thinking.

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7. You can't stop proving yourself

External validation is misalignment in disguise.

Ask Yourself:

“Who am I trying to impress that doesn't determine my success?”

Then try this:

Replace one “prove it” activity with an “improve it” action that builds capability or trust.

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8. Your body is consistently tense

The body whispers before the mind catches up.

Ask Yourself:

“Where in my body do I first feel pressure?”

Then try this:

When it happens, pause for 90 seconds. Label the feeling, breathe & decide instead of react.

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9. You've lost your sense of play

**You've confused seriousness with value.
Creativity is suffocating under efficiency.**

Ask Yourself:

**“When did I last laugh or
experiment at work?”**

Then try this:

**Run one low-stakes experiment
where learning counts more than
results.**

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10. Peace feels like guilt

You've normalized chaos. Calm feels like loss of control.

Ask Yourself:

“Why do I only trust motion?”

Then try this:

Block 30 minutes with no deliverable attached. Notice what clarity shows up when urgency leaves.

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Take It Back to Work

Before your week starts:

- Check your Calendar – Does it match your values?
- Check your Metrics – Do they drive real impact?
- Check your energy – Is it going toward what matters?

Next Steps:

- Listen to the Coachful Coaching Leadership Podcast for real examples.
- Explore a Free Alignment Sprint at coachfulcoaching.com.

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