

Mini-Map for Role Clarity

Most roles are defined by tasks, but clarity comes from knowing the results a role is responsible for.

See where work gets done, where it gets stuck, and who owns what.

This map helps you think about the key elements.

Core Results	What exists because of this role? <hr/> Examples: decisions made, reports published, client issues resolved, programs launched
Core Function	What function is affected by this role's results? <hr/> Example: Finance, Operations, HR, Customer Success, Strategy
Relationships	Who relies on this role and who does it rely on? What overlaps, dependencies, and handoffs happen?
Resources	What tools, knowledge, or support does this role need to deliver results? <hr/> Example: budget, system access, delegated authority

Reflection Prompts

- Which results are clearly owned?
- Where are overlaps or gaps?
- Which relationships are causing friction or confusion?
- What would change if every result had a clear owner?

Insight

Clarity is about connecting people to the results that truly matter. When everyone knows what they own, energy is freed, accountability feels fair, and performance improves.

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