

The System Navigation Audit™

Clarity · Power · Boundaries · Decision Pressure

A Workforce Clarity Instrument

No Email Required · No Tracking · Yours to Keep

Paired GPT: System Navigation™ GPT

Designed as a reflective tool — not a diagnostic test and not a substitute for professional advice.

Use The System Navigation Audit™

How to Use the System Navigation Audit™

The System Navigation Audit™ helps individuals and leaders map how they relate to the systems they operate within.

It highlights where responsibility, authority, and pressure sit across a system so that decisions can be made with greater clarity.

Most readers complete the audit once and return later to review patterns that emerge across environments, teams, and leadership contexts.

When This Audit Is Most Useful

The System Navigation Audit™ is particularly useful:

When navigating organisational complexity

When individuals feel responsible for problems created by system design

When leadership decisions carry conflicting pressures

When mapping influence across teams or institutions

Before You Begin

Workplace strain often becomes identity before it is examined.

This instrument exists to restore perspective before exhaustion becomes identity.

This is not therapy. This is not a grievance form. This is not a complaint mechanism.

It is a working instrument.

Calculate

You will calculate three indices

Produce

Produce one navigation decision

Anchor

Use one current situation as your anchor

How to Use This Instrument

Choose your depth. All paths are valid.

15 Minutes

Complete Parts I, II, and VIII.
Enough to name the pressure and
choose a path.

30 Minutes

Complete Parts I–VII. Full
diagnostic picture before
deciding.

Overwhelmed

Start with the Stability Index (Part
VII). Work backwards from there.

Part I — Role Clarity Index™

Rate each statement 0–4:

1

0 = Not true

2

1 = Slightly true

3

2 = Sometimes true

4

3 = Often true

5

4 = Consistently true

- Expectations in my role shift without explanation
- Success criteria are unclear
- I do work that is not formally recognised
- Priorities change reactively
- Feedback is inconsistent
- I am evaluated on visible output more than invisible labour

Add total:

0–6	Stable clarity
7–12	Moderate ambiguity
13–18	High ambiguity
19–24	Structural confusion

Write your total: _____

Part II — Invisible Load Index™

Rate **0–4**:

- I regulate other people's emotions at work
- I mediate conflict informally
- I translate unclear decisions downward
- I buffer instability quietly
- I train others without recognition
- I absorb work to prevent team disruption

Add total:

0–6	Low load
7–12	Moderate load
13–18	High load
19–24	Structural overload

Write your total: _____

Part III — Authority Distortion Check™

Circle **Yes / No**:

- I over-explain decisions to maintain harmony
- I delay raising concerns
- I shrink my opinion in certain rooms
- I self-monitor tone excessively
- I defer when my judgement is clear
- I act decisively but doubt privately

Count Yes answers:

0-1	Stable authority
2-3	Mild distortion
4-6	Authority erosion

Total Yes: _____

Part IV — Decision Pressure Calibration™

Choose one current difficult decision.

Distribute influence:

Performance Targets	_____ %
Manager Pressure	_____ %
Team Expectation	_____ %
Cultural Norms	_____ %
Personal Judgement	_____ %
Total must equal	100%

Interpretation:

Personal Judgement below 20%

Pressure-dominant environment

Personal Judgement above 50%

Isolation-dominant environment

Note your distribution.

Part V — Power & Legitimacy Awareness™

Rate **0–4**:

- Certain voices are consistently prioritised
- Interruptions are unevenly distributed
- Tone policing occurs
- Ideas are credited unevenly
- Accountability shifts after outcomes

Add total:

0–5	Stable environment
6–10	Moderate distortion
11–15	High distortion
16–20	Structural power instability

Write your total: _____

Part VI — AI & Automation Awareness™

Answer **Yes / No**:

- I understand how automated decisions are generated
- I can question outputs safely
- Responsibility is clear if systems fail
- Data overrides judgement in my team
- AI outputs are rarely challenged

Count Yes answers.

If fewer than 3 Yes → **Automation awareness risk present.**

This section scores separately. It is an awareness check, not a load measure.

Private instrument. Not submitted. Not stored.

Part VII — Stability Index™

Add:

01

Role Clarity score

03

Authority Distortion Yes count

Add the number of Yes answers directly — not multiplied.

Total Combined Score: _____

Interpretation:

0–20	Stable
21–35	Strained
36–50	Distorted
51+	Unsustainable

This is not diagnostic. It is directional.

02

Invisible Load score

04

Power & Legitimacy score

Part VIII — Navigation Decision Framework™

Choose one specific situation.

You must choose one path.

- **Path A**
Raise It
- **Path B**
Document It
- **Path C**
Contain It Consciously
- **Path D**
Redesign Your Role
- **Path E**
Exit Planning

PATH A

Raise It

Appropriate if:

- Clarity ambiguity is high
 - Authority distortion is moderate
 - Power instability is manageable
-

Action

- 1** Schedule a structured conversation.
- 2** Bring one documented example.
- 3** State impact clearly.

PATH B

Document It

Appropriate if:

- Power instability is high
 - Raising it increases vulnerability
-

Action

1 Keep written record.

2 Clarify expectations in writing.

3 Reduce ambiguity through documentation.

Contain It Consciously

Appropriate if:

- Load is temporary
 - Environment is broadly stable
-

Action

1 Name the load.

2 Set a time limit.

3 Reassess in 30 days.

Containment must be deliberate — not silent endurance.

PATH D

Redesign Your Role

Appropriate if:

- Invisible load is structural
 - Authority erosion is consistent
-

Action

1 Clarify scope.

2 Remove one responsibility.

3 Renegotiate expectations.

PATH E

Exit Planning

Appropriate if:

- Combined score is Unsustainable
 - Distortion is chronic
 - Boundaries are collapsing
-

Action

1 Stabilise finances.

2 Update CV quietly.

3 Begin transition planning.

Choose Your Path

Choose your path: _____

Path A	Raise It
Path B	Document It
Path C	Contain It Consciously
Path D	Redesign Your Role
Path E	Exit Planning

Part IX — Monday Morning Protocol™

Write each answer in full sentences. These are your instructions to yourself.

The specific situation I am addressing is:

The path I am choosing is:

The first concrete step I will take is:

The conversation I will initiate or avoid is:

The metric I will use to reassess in 30 days is:

Final Note

Not all strain is personal.

Some strain is structural.

Clarity allows conscious navigation.

You now have:



A score



A navigation path

That is the point.



A pressure calibration



A defined next step



Liberation Intelligence™ Coaching System Navigation™ GPT

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The Intersect™

Institutional essays on systems, leadership, culture, and emerging technology.

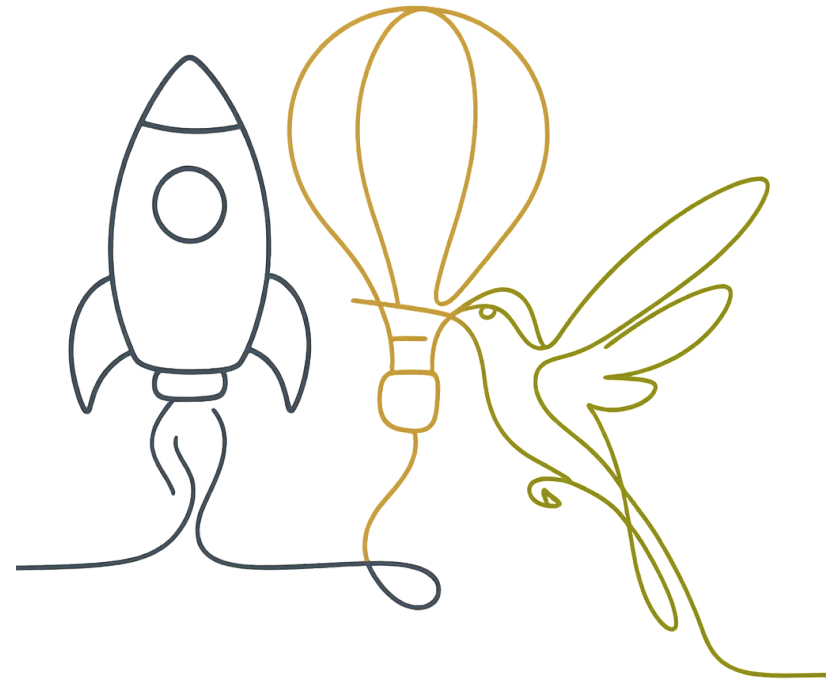
The Intersect™ is a public writing series exploring how organisational pressure becomes policy, how harm becomes procedure, and how leadership responsibility can be designed into systems before crises emerge.

Essays draw from institutional work across engineering environments, academia, professional bodies, and leadership systems.

Essays read by leaders across engineering, academia, coaching, and public-sector environments.

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An abstract, layered composition of overlapping shapes and colors in shades of beige, grey, and brown. In the foreground, several interlocking gears of various sizes and colors (white, gold, grey) are visible. In the background, a small silhouette of a person stands on a path that recedes into the distance. The overall style is geometric and textured.

Questions About System Navigation

Some readers use the System Navigation Audit™ to clarify their own relationship to the systems they operate within.

Others recognise patterns that point toward deeper structural questions inside their organisations.

If the audit surfaces questions you would like to explore further, you are welcome to reach out.

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