

Trust What You Already Know

Five steps that turn a good instinct into a repeatable decision.

The most underused input a leader has is their own signal. Most of us have been right about more than we give ourselves credit for, and we still hesitate the next time a hard call lands on the desk.

This guide walks you through the five steps of the ReflectPath Framework using a real decision you're sitting on right now.

**You already know what to do.
Let's make it repeatable.**

HOW TO USE THIS

Pick one decision you've been circling. Work through the five steps in order and answer each reflection question honestly rather than impressively. Then put a date on your calendar 30 days out for Step 5.

Situate

Get clear on what's actually happening.

REFLECTION QUESTION

What's the real problem under the problem?

Slow down before you diagnose. Rushing to solutions before you understand the real situation leads to solving the wrong problem entirely.

THE DECISION I'M CIRCLING

What does the surface say is wrong, and what's one layer deeper?

What does the dashboard tell you, and what does the context tell you that the number doesn't?

If you solved the obvious problem, what would still be true?

THE TRAP

Solving the symptom. What you see on the surface is rarely the root cause. Dig one layer deeper before you act.

Surface

Name what's blocking you.

REFLECTION QUESTION

Fear? Missing info? Someone else's opinion you're waiting on?

Blockers can be internal, like fear, doubt, and waiting for permission. Or external, like missing information and the wrong people in the room. Leadership can also be isolating, and not having a trusted sounding board is a real blocker nobody names out loud.

THE BLOCKER

Is the blocker internal or external? Name it as plainly as you can.

Whose opinion are you waiting on, and what are you hoping they'll say?

Who is your real sounding board for a call like this?

THE TRAP

Asking everyone else whether to act. If you're asking others, you may already know. Outside validation is often just permission to trust a decision you've already made.

Go Internal

Check your body, not just your brain.

REFLECTION QUESTION

Where do you feel ease? Where do you feel resistance?

Your nervous system has been processing data longer than any dashboard. Ease and resistance are signals, not noise. Fear contracts. Instinct clarifies.

Picture yourself doing it. Where do you feel ease, and where do you feel resistance?

Is this fear or instinct? What tells you which one it is?

When did you last ignore your gut and regret it? When did you last listen?

THE TRAP

Treating fear and instinct as the same thing. They are not. Learning to tell them apart changes how you make decisions under pressure.

Decide + Commit

Stop hedging. Back yourself fully.

REFLECTION QUESTION

What would Future You say?

Name your decision in one sentence. For example: "I'm moving forward on Monday, and I'm telling the team myself."

MY DECISION

What do you know right now that's enough to decide?

What will you do in the first week because of this decision?

Who can you tell about this decision, so it isn't just a private intention?

THE TRAP

Waiting until you know everything. The information you wish you had may never arrive. You can only control the quality of your decision, not the outcome. Decide with what's real.

Reflect

Close the loop. This step is the data.

REFLECTION QUESTION

In 30 days, was the instinct right?

This is the step most leaders skip, and it's the one that builds self-trust. Without a debrief, every good call disappears into the noise.

MY 30-DAY CHECK-IN DATE

Did I act on the decision, or did I hedge again under pressure?

Was the instinct right? What happened that tells me so?

What's the one rule I now live by, because of this?

THE TRAP

Skipping the debrief. Each honest reflection is a data point in your self-trust database. Without it, you're just guessing again next time.

You already know what to do. Let's make it repeatable.

Close the loop, and your instinct gets the evidence it needs.

- 1 Situate**
Get clear on what's actually happening.
- 2 Surface**
Name what's blocking you.
- 3 Go Internal**
Check your body, not just your brain.
- 4 Decide + Commit**
Stop hedging. Back yourself fully.
- 5 Reflect**
Close the loop. This step is the data.

Winning becomes a habit, not an accident.

The ReflectPath Framework is a five-step system Fiona Covington built to help leaders and revenue teams turn good instincts into repeatable decisions. Fiona is available for keynotes, workshops, and program design.

fiona@reflectpath.com • reflectpath.com

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