ALIGNMENT · WIN BUY-IN

Commitment Stress Test

Test a “yes” before you rely on it — surface what it holds on, what breaks it, and re-state it with its conditions attached.

Name _____

Date _____

THE COMMITMENT BEING TESTED

WAVE 1 · HOLDS IF

“This commitment holds if…”

what must stay true for it to succeed — write privately, no ratings, just conditions

WAVE 2 · BREAKS IF

“This commitment breaks if…”

what would stop it — the honest doubts, dependencies and blockers

ACTION ON EACH BLOCKER

_____ ☐ Resolved ☐ Owner assigned ☐ Plan changed ☐ Accepted risk

_____ ☐ Resolved ☐ Owner assigned ☐ Plan changed ☐ Accepted risk

RE-COMMIT — THE SIGNATURE LINE

not a bare “yes” — the commitment re-stated with its condition attached

I’ll deliver this, *provided* _____ .

If it has no condition attached, it hasn’t been tested yet — send it back through the waves.

A commitment without conditions isn’t a commitment.

Test the commitment, never the person · holding conditions first, breaking conditions second · every blocker lands on one of the four outcomes.

© Witmer