



## PERFECTING YOUR V/I BLEND

### V/I pH Diagnostics:

On a scale of 1-5, how true are these statements:	Rating
I feel confident going to my Visionary with hard truths	
My Visionary respects our lanes and our agreements	
I do not feel alone in leading the business	
We resolve tension productively, not personally	
I can see a path to living my EOS Life in this role	
<i>Add up the average:</i>	

### 10 Symptoms Your V/I pH May Be Off:

1. Abdication is more common than delegation
2. V and I are not equals
3. Swimming in the same lane
4. Key roles are overlooked
5. Regular V and/or I work “below the line”
6. Frustrated Visionary
7. Isolated Integrator
8. Honesty = Danger
9. End-runs are an expectation
10. Leadership team plays favorites

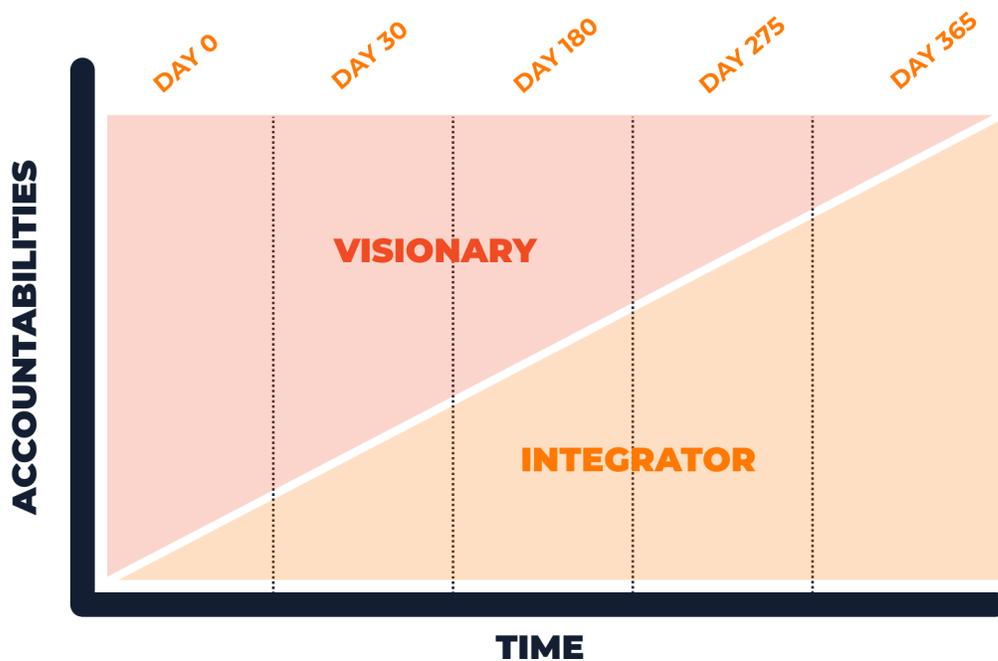
**BRIAN WIRTZ**

**brian@winningwithwarriors.com**

## Tuckman Team Development Model:



## V/I Onboarding Plan:



BRIAN WIRTZ

[brian@winningwithwarriors.com](mailto:brian@winningwithwarriors.com)

## Tools to Support Your V/I pH:

- A deliberate, phased V/I Duo “onboarding plan”
- Regular Same Page Meetings
- Rocket Fuel Power Index & Integrator Scorecard
- V/I Gap and Overlap analysis – clarify lanes and avoid duplication
- Organizational Checkup – see where V/I imbalance shows up in the Six Key Components
- *Decide* eBook by Gino Wickman
- *What Got you Here Won't Get You There* by Marshall Goldsmith

**BRIAN WIRTZ**

**[brian@winningwithwarriors.com](mailto:brian@winningwithwarriors.com)**