

The Vantage Point Audit

A diagnostic for leaders whose health instruments are pointed at the wrong register

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In 1 Kings 19, Elijah assessed the state of Israel from a cave. His count was accurate. His instrument could not reach what God was already counting. The seven thousand were real. The vantage point could not find them.

"I have not found anyone else who has remained faithful. They have torn down your altars and killed all your prophets. I am the only one left, and now they are trying to kill me, too." Yet the Lord replied: "I still have seven thousand in Israel who have never bowed down to Baal." 1 Kings 19:14,18 (NLT)

Your health instruments can only surface what they were designed to find. That is not a flaw. It is their design. The question is not whether your dashboard is accurate. It is what your dashboard was built to measure, and what it was never built to reach. This audit surfaces the gap.

70%

McKinsey — Organizational Resilience Research

of transformation initiatives fail. Post-failure analysis consistently identifies conditions that leadership metrics did not surface prior to failure. The data was available. The instrument was pointed at the wrong register.

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WHAT YOUR CURRENT METRICS MEASURE

DIAGNOSTIC QUESTION

List the three to five metrics or indicators you use most consistently to assess organizational health.

These might include attendance, revenue, employee retention, engagement scores, project completion rates, donor retention, budget variance, or response time. Name them as specifically as you can.

YOUR CURRENT HEALTH METRICS

FOLLOW-UP

For each metric, identify what behavior or outcome it was designed to track.

A retention number tracks whether people stay. It does not measure why they stay or what they are connected to. An attendance figure measures presence. It does not measure formation or genuine engagement. Be precise about what each instrument actually reaches.

WHAT EACH METRIC ACTUALLY TRACKS

DIAGNOSTIC QUESTION

For each metric above, name the condition it is structurally unable to detect.

A retention metric cannot detect whether people are connected to the mission or to the mediating figure who is present. A budget metric cannot detect what the organization knows but has not allowed to land. An engagement score cannot detect whether the engagement is with genuine formation or with a curated experience. Name the blind side of each instrument.

WHAT EACH METRIC CANNOT REACH

FOLLOW-UP

What organizational condition, if it existed in your context right now, would your current instrument set fail to surface?

Think of this as the seven-thousand question. If genuine depth were present in your organization in places your metrics do not measure, would you know? If a critical dependency, a simmering role confusion, or a structural fragility existed beneath strong visible outputs, what would tell you?

THE CONDITION YOUR INSTRUMENTS WOULD MISS

DIAGNOSTIC QUESTION

What would a seven-thousand condition look like in your specific organizational context?

The seven thousand were real and active while Elijah's count produced zero. In your context, the seven-thousand condition might look like: staff or team members whose commitment runs deeper than their visible contribution, mission-connected nodes whose connection does not depend on your continued presence as the mediating figure, or structural resilience that your dashboards are not designed to find. Describe what this would look like if it existed.

WHAT DEPTH WOULD LOOK LIKE IN YOUR CONTEXT

FOLLOW-UP

Do you have any instrument capable of finding it?

This is the audit's closing question. Not as an indictment. As a design question. If the condition exists, what would surface it? If you have no instrument capable of finding it, what would it take to build one? Name the gap and the next step honestly.

YOUR INSTRUMENT GAP AND NEXT STEP

WHAT TO DO WITH THIS AUDIT

This audit is not a performance review. It is a design review. Your metrics are not wrong. They are limited by what they were built to find. The leader who understands the edges of their own instruments is positioned to ask better questions, build better structures, and make decisions from a more honest picture of what is actually present.

If this audit surfaced a gap you cannot address alone, that is what the diagnostic conversation at Kingdom Planning is designed for. One conversation. No agenda. A clear next step.

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Anchored in Romans 11:2-4 and 1 Kings 19:9-18. Proverbs 22:3 (NLT): "A prudent person foresees danger and takes precautions."

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