

ETHOS Alignment Scorecard

Atlas Program Simulation | Observer & Participant Scoring Sheet

Name: _____ Role Player: _____ Version (A / B): _____

ETHOS CONVERSATION ARC

H — Honesty: Open with candor. Name the issue directly. **T — Trust:** Earn the right to be heard. Acknowledge their perspective before advancing yours. **T — Transparency:** Share the full picture. Put all relevant information on the table. **A — Alignment:** Close with shared commitment. Clarity about the path forward.

1 Not evident	2 Attempted, not effective	3 Present but inconsistent	4 Clearly demonstrated	5 Exemplary
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ETHOS Value Assessment	Behavioral Indicators to Watch For	Score	Observations / Evidence
HONESTY <i>Did we name the real issues, or dance around them?</i>	- Opened with the actual issue — not a softened version - Avoided language that obscured the core message - Named what was uncomfortable to say	/ 5	<i>Specific observation:</i>
TRUST <i>Did each group show genuine concern for the others' constraints?</i>	- Acknowledged the other group's perspective before advancing their own - Demonstrated awareness of competing pressures and priorities - Avoided positional bargaining; focused on shared interests	/ 5	<i>Specific observation:</i>
TRANSPARENCY <i>Was all relevant information shared, or were key facts withheld?</i>	- Disclosed confidential information at a purposeful moment - Did not strategically hold back facts needed for a sound decision - Acknowledged uncertainty or limitations openly	/ 5	<i>Specific observation:</i>
ALIGNMENT <i>Did we leave with a clear, shared commitment — or polite agreement?</i>	- Explicit agreement on next steps, owner, and timeline - No ambiguity about what "yes" means for each group - Commitment was stated, not assumed	/ 5	<i>Specific observation:</i>
TOTAL	16–20 = Strong alignment 11–15 = Developing 10 or below = Significant gaps	/ 20	

DEBRIEF PROMPT — USE DURING PHASE 5 FULL GROUP CLOSE

Which ETHOS value was hardest to hold under pressure in this simulation? What does that tell you about the real barrier to having this kind of conversation at work?