

Connect Your Work to Business Value

Use this worksheet to clarify what you're doing, why it matters, and how success will be measured. Perfect for PMOs, programs, and projects—anywhere you want to show your team’s value.

IMPACT ALIGNMENT METRICS			
Inputs (Resources, Time, Tools)	Outputs (Deliverables)	Outcomes (Realized Change)	Value (Measured Result / KPI)

THREE STRATEGIC QUESTIONS TO ELEVATE YOUR VALUE MESSAGE		
What are we doing? (Outputs)	Why are we doing it? (Outcomes)	What does success look like? (Value)
<i>[Write 1–3 key deliverables]</i>	<i>[State the business need]</i>	<i>[Define measurable success]</i>

CHARACTERISTICS OF GOOD METRICS

- ✓ Reflects business value or strategic progress
- ✓ Is meaningful to stakeholders (not just the team)
- ✓ Has a defined goal, target, or threshold
- ✓ Is specific and actionable (you know what to do)
- ✓ Is easy to understand and communicate
- ✓ Can be measured reliably with available data
- ✓ Drives decisions (helps prioritize or steer action)



REFLECTION

Consider these as you review the **IMPACT Alignment Map**:

- ? Are your outputs connected to meaningful outcomes?
- ? Do your success metrics reflect what executives actually care about?
- ? What's misaligned, missing, or needs refinement?
- ? What would you need to change to focus more on value?

IDENTIFY 3 NEW METRICS YOU WILL USE TO COMMUNICATE VALUE

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