# Systems & Capacity Reflection

**Purpose**
Examine whether systems and capacity match the organization's real complexity and ambition.

**System Context**

- Systems under the most strain:

- Where work feels hardest:

**System Stress**

- Where problems recur despite effort?

- What breaks first under pressure?

- What is people-dependent instead of system-supported?

**Capacity Match**

- Where expectations exceed staffing or design?

- What work relies on memory instead of process?

- Where does rework consume time?

**System Coherence**

- Where do systems reinforce vs fragment work?

- Where does information stall or disappear?

- Where is accountability unclear?

**Readiness**

- What could absorb moderate growth?

- What must be redesigned before progress is safe?

- What risk is tolerated because nothing has failed yet?

**Systems Insight (one sentence):**