LUV SOLUTIONS | CONVERSATION STARTERS

MISSION DRIFT

When did keeping everything running become the whole job?

A Thought to Consider

You're dancing as fast as you can. Staffing shortages. Funding requirements. Budgets. Contracts. Compliance deadlines. Another unexpected crisis.

Every decision feels necessary. And somewhere along the way, the demands of keeping an organization running can begin to determine its direction.

A new grant offers funding—but does it advance the mission? A new requirement demands attention—but what gets pushed aside?

Sometimes mission drift doesn't begin with a change in purpose. It begins when we no longer have time to question our decisions.

Let's Talk

Three questions worth considering with your team.

1. When you meet with your team, what usually takes up the most time?

- Immediate demands: staffing, budgets, and compliance.
- A mix of operational concerns and longer-term priorities.
- Whether our decisions and activities are advancing our mission.

2. When staff tell you what's making their jobs harder, what usually happens next?

- We listen, but competing demands make follow-through difficult.
- Supervisors adjust what they can, though some decisions are beyond their control.
- Staff have meaningful opportunities to shape improvements.

3. When was the last time your mission helped determine a difficult decision?

- Our mission regularly guides priorities, funding opportunities, and decisions.
- We consider it in major decisions, but daily pressures sometimes take over.
- We believe in our mission, but rarely have time to examine our decisions against it.

A Closing Reflection

What is keeping everything running actually costing you? Not just in dollars, but in staff stability, organizational energy, and opportunities to make a meaningful difference.

You don't have to find every answer yourself. People throughout your organization—from the receptionist to frontline staff to those receiving services—may see challenges and possibilities that aren't visible from where you sit.

Give yourself a moment to consider: What might become possible if more of those perspectives had a place in shaping the way forward?

Ownership starts when people see themselves in the plan.

Continue Exploring with LUV Solutions

Explore fresh perspectives: Our complimentary LUV Library of Perspective.

Explore building ownership: Our Building Ownership approach and complimentary Discussion Guide.

Want a closer look? The Organizational Pulse & Alignment Snapshot explores staff perspectives, clarity, and alignment. Learn more.