

CL 15

COACHING LAYER

Coaching an Embedded Practice in real work.



Adaptability



PRACTICE: The Recalibration

Name what changed and what you'll do differently — within a day, before anyone has to ask.

THE HOOK

When something changes, the first move isn't to fully process it. It's to name it. That five minutes is what separates the people who adapt from the people who trail.

DEFAULT

BEHAVIOR SPECTRUM

EMBEDDED

01

SIGNAL

Are they catching it in time?

A significant change just landed. Note whether you announced it directly, or they heard about it secondhand.

You announce the pivot in the team meeting — now watching for who responds and how fast.

02

REDIRECT

Is the new or default action running?

Did they name what changed and their next step within a day? Can't tell, ask. Can tell, reinforce it.

They message within hours with what changed and their next step. You reinforce it: "Do that again."

03

SHIFT

Is this a pattern, or one good moment?

The two-sentence update shows up after every change, big or small — not just the obvious ones.

Third change this quarter with an unprompted update — not a one-off, a pattern.

04

EMBEDDED

Is it showing up unprompted?

No prompting needed. They recalibrate and report by default, without you checking.

A peer says, "She's never behind on a pivot." You name it: "Keep that habit."



REPEAT UNTIL EMBEDDED

BEFORE (Old Pattern)

- The Practitioner absorbs the change silently.
- You have to check whether it landed.

AFTER (Embedded)

- The Practitioner names what changed and what they'll do differently, within a day.
- You know they're already moving.

THE GOAL

Consistent evidence the recalibration runs within a day of every significant change — without a reminder.