CL 16

COACHING LAYER

Coaching an Embedded Practice in real work.

Adaptability

PRACTICE: The Friday Scan

One question at the end of the week — what shifted that you haven't deliberately responded to yet.

THE HOOK

Not everything that changes gets announced. Friday is when you look back at the week and decide whether you're still pointed at the right thing.

DEFAULT — BEHAVIOR SPECTRUM — EMBEDDED

01 SIGNAL

Are they catching it in time?

The week is ending. Note whether you know they ran a deliberate review, or only find out once it's a problem.

You get a proactive Friday message flagging a stakeholder gone quiet — a signal, not yet a habit.

02 REDIRECT

Is the new or default action running?

Did they name what shifted and decide if it needs a response, or did it surface as a problem instead? Ask, or reinforce it.

They mention catching a scope change Friday, before Monday's fire drill. You reinforce it: "Every week."

03 SHIFT

Is this a pattern, or one good moment?

The Friday scan runs most weeks, not just the ones with an obvious change.

Fourth Friday in a row with a proactive note — not a one-off, a pattern.

04 EMBEDDED

Is it showing up unprompted?

No prompting needed. The scan runs by default, and things stop reaching you as crises.

A peer says, "Nothing ever blindsides her." That's the habit working.

REPEAT UNTIL EMBEDDED

BEFORE (Old Pattern)

- The Practitioner closes the week without a deliberate check.
- Shifts surface later as problems.

AFTER (Embedded)

- **The Practitioner scans the week every Friday and names what shifted.**
- It gets caught before it becomes urgent.

THE GOAL

Consistent evidence the Friday scan runs every week, not only the eventful ones — without a reminder.