PE 15

PRACTITIONER EXPERIENCE

Experience 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

When does this matter?

Any time a significant change in direction reaches you — a priority shift, a strategy change, a pivot, or a new constraint.

Your manager announces the team is dropping Q3 plans for a client escalation instead.

02 REDIRECT

What do I do?

Within 24 hours, write two sentences: what changed, and what you'll do differently. Share both with your manager, unprompted.

You message: "We're prioritizing the escalation. I'm picking up the client's data request today."

03 SHIFT

How will I know it's working?

You'll know it's working when your manager stops checking whether you've absorbed the change.

Your manager replies "exactly" instead of asking if you understood the shift.

04 EMBEDDED

How do I know it worked?

Your manager hears from you within a day of any change — not for clarification, but to show you're already moving.

A peer says, "You're the only one who didn't need to be told twice."

REPEAT UNTIL EMBEDDED

BEFORE (Old Pattern)

- A change is announced.
- Your manager has to check whether you've absorbed it.

AFTER (Embedded)

- **You name what changed and what you'll do differently, within a day.**
- Your manager knows you're already moving.

THE GOAL

Turn change into a next step within a day, without being asked.