

CL 07

COACHING LAYER

Coaching an Embedded Practice in real work.



Collaboration &
Teamwork



PRACTICE: The Input Ask

Ask one real question before you finalize, so the work gets better before it ships.

THE HOOK

Before you finalize, ask one person one real question. Not for approval — but because their perspective makes the work better.

DEFAULT

BEHAVIOR SPECTRUM

EMBEDDED

01

SIGNAL

Are they catching it in time?

Work is about to go out that someone else will act on or build from. Note whether you're reading, witnessing, or hearing about it secondhand.

You see the brief in a shared doc, no comments from anyone else yet — a signal, not yet confirmed.

02

REDIRECT

Is the new or default action running?

Did they ask someone a real question before sending, or finalize and send without checking? Can't tell, ask. Can tell, reinforce it.

In your one-on-one, they mention asking the engineer about the QA handoff before sending. You reinforce it: "Do that again."

03

SHIFT

Is this a pattern, or one good moment?

Questions get asked before work goes out, not after gaps surface. Check this holds across more than one deliverable.

Third brief this month with a question asked first — not a one-off, a pattern.

04

EMBEDDED

Is it showing up unprompted?

No prompting needed. They ask before they send by default, and the people they ask start expecting to be looped in.

The engineer tells you, "She always checks with me first now." You name it: "That's the habit — keep it."



REPEAT UNTIL EMBEDDED

BEFORE (Old Pattern)

- The Practitioner finalizes and sends.
- Gaps surface later, as revisions or surprises.

AFTER (Embedded)

- The Practitioner asks one real question first.
- The gap is caught before the work ever leaves their hands.

THE GOAL

Consistent evidence a real question gets asked before the work goes out — without a reminder.