

CL 21

COACHING LAYER

Coaching an Embedded Practice in real work.



Collaboration &
Teamwork



PRACTICE: The Full Stop

Let them finish. The impulse to speak arrives before the other person is done — the practice is one thing: wait.

THE HOOK

The impulse to speak arrives before the other person has finished. The practice is one thing: let them finish.

DEFAULT

BEHAVIOR SPECTRUM

EMBEDDED

01

SIGNAL

Are they catching it in time?

The urge to interrupt is visible in the moment. Note whether you're in the room, on the call, or hearing about it after.

You watch them start to interrupt, then stop and let the speaker finish — a signal, not confirmed.

02

REDIRECT

Is the new or default action running?

Did they let the other person finish fully, or cut in before the sentence ended? Can't tell, ask. Can tell, reinforce it.

They mention catching themselves waiting a beat in the meeting. You reinforce it: "Do that again."

03

SHIFT

Is this a pattern, or one good moment?

The pause before speaking shows up across conversations, not just the calm ones.

Third meeting this month where they let others finish — not a one-off, a pattern.

04

EMBEDDED

Is it showing up unprompted?

No prompting needed. The pause runs by default, and people finish their sentences around them.

A peer says, "She actually lets you finish." You name it: "That's the habit — keep it."



REPEAT UNTIL EMBEDDED

BEFORE (Old Pattern)

- The Practitioner speaks before others finish.
- The second half of what people say gets lost.

AFTER (Embedded)

- The Practitioner waits for the full sentence.
- What would have been missed gets heard.

THE GOAL

Consistent evidence the pause holds across conversations, not just the calm ones — without a reminder.