

CL 25

COACHING LAYER

Coaching an Embedded Practice in real work.



Collaboration &
Teamwork



PRACTICE: The Recognition Note

Send one message naming exactly what someone's contribution was and why it mattered — within 24 hours.

THE HOOK

Most people who shaped the outcome of a meeting never hear that they did. One sentence changes that — and changes what they bring next time.

DEFAULT

BEHAVIOR SPECTRUM

EMBEDDED

01

SIGNAL

Are they catching it in time?

A session just ended where a contribution shaped the outcome. Note whether you saw it happen or hear about it after.

You're in the session when a quiet comment redirects the discussion — a signal, not yet confirmed.

02

REDIRECT

Is the new or default action running?

Did they name the specific contribution within 24 hours, or let it pass unacknowledged? Can't tell, ask. Can tell, reinforce it.

They mention sending a note naming the teammate's question. You reinforce it: "Do that again."

03

SHIFT

Is this a pattern, or one good moment?

The recognition note goes out after most sessions, not just the standout ones.

Third session this month with a note sent within a day — not a one-off, a pattern.

04

EMBEDDED

Is it showing up unprompted?

No prompting needed. Recognition goes out by default, and people bring sharper thinking as a result.

A teammate says, "I know my ideas get noticed here." You name it: "That's the habit working."



REPEAT UNTIL EMBEDDED

BEFORE (Old Pattern)

- A contribution shapes the outcome and goes unacknowledged.
- The person never learns their input mattered.

AFTER (Embedded)

- The Practitioner names the specific contribution within 24 hours.
- The person knows exactly what landed and why.

THE GOAL

Consistent evidence recognition goes out within a day, after most sessions — without a reminder.