

PE 21

PRACTITIONER EXPERIENCE

Experience 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

When does this matter?

In any collaborative meeting or conversation, when you feel the urge to speak before the other person has finished their sentence.

A teammate is mid-explanation and you already know where you want to jump in.

02

REDIRECT

What do I do?

Close your mouth if it's open. Count one silent beat. Let them finish fully — including the part after the part you think is the end.

You wait, and they add the one detail that changes your whole response.

03

SHIFT

How will I know it's working?

You'll know it's working when you start catching the impulse before your mouth opens, not after.

You notice the urge to jump in and let it pass without saying anything.

04

EMBEDDED

How do I know it worked?

People finish their sentences in your presence. You start hearing the second half of what they were going to say.

A colleague says, "You actually let people finish." Conversations with you feel complete.



REPEAT UNTIL EMBEDDED

BEFORE (Old Pattern)

- You speak before the other person finishes.
- You miss the second half of what they were saying.

AFTER (Embedded)

- You wait for the full sentence, past the part that sounded like the end.
- You hear what you would have missed.

THE GOAL

Let them finish — the whole sentence, not just the part that sounded done.