

PE 23

PRACTITIONER EXPERIENCE

Experience an Embedded Practice in real work.



Collaboration &
Teamwork



PRACTICE: The Quiet Invite

Before closing the discussion, name someone who hasn't spoken and ask for their read.

THE HOOK

Before you close the discussion, one name and one question. That's all it takes to hear what the room almost didn't say.

DEFAULT

BEHAVIOR SPECTRUM

EMBEDDED

01

SIGNAL

When does this matter?

In any meeting where a decision is approaching and one or two voices have been driving the direction, before you move to close.

The team is about to land on an approach, and the same two people have done most of the talking.

02

REDIRECT

What do I do?

Before closing, scan the room for someone who hasn't spoken. Name them directly and ask for their read. Then wait.

You ask: "Before we land on this — Priya, what's your take?" Then you wait.

03

SHIFT

How will I know it's working?

You'll know it's working when someone you invited says something that changes the decision.

Priya raises a dependency no one else had considered — the plan shifts.

04

EMBEDDED

How do I know it worked?

Decisions start reflecting the room, not just the loudest corner of it. Quiet voices contribute earlier, unprompted.

A quiet teammate speaks up before being asked — she's learned the invitation is real.



REPEAT UNTIL EMBEDDED

BEFORE (Old Pattern)

- The loudest voices decide, and the discussion closes.
- Quiet perspectives never enter the decision.

AFTER (Embedded)

- You name someone who hasn't spoken and ask for their read.
- The decision reflects more of the room.

THE GOAL

Hear what the room almost didn't say before you close the discussion.