

PE 25

PRACTITIONER EXPERIENCE

Experience 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

When does this matter?

After any collaborative meeting or working session where someone's contribution meaningfully shaped the direction or output.

A teammate's question in today's planning session redirected the whole approach.

02

REDIRECT

What do I do?

Within 24 hours, message the person whose contribution shaped the outcome. Name specifically what they said and why it mattered.

You send: "Your question about the edge case changed the approach — that's why we caught it early."

03

SHIFT

How will I know it's working?

You'll know it's working when you start noticing whose contribution mattered before the meeting even ends.

You're already composing the message in your head before the session wraps up.

04

EMBEDDED

How do I know it worked?

People bring their best thinking to sessions you're in, because they've learned it gets seen and named.

A colleague says, "She always notices what mattered." Contributions keep getting sharper.



REPEAT UNTIL EMBEDDED

BEFORE (Old Pattern)

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

AFTER (Embedded)

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

THE GOAL

Make sure the people who shaped the outcome know that they did.