

CL 02

COACHING LAYER

Coaching an Embedded Practice in real work.



Communication & Clarity



PRACTICE: The 60-Second Floor

Run a ten-second filter before you speak. Lead with the point, prove it once, name the ask.

THE HOOK

Ten seconds of silent prep before you speak. That's the whole practice. What it does to how the room receives you is anything but small.

DEFAULT

BEHAVIOR SPECTRUM

EMBEDDED

01

SIGNAL

Are they catching it in time?

They're about to be handed the floor. Note whether you saw the pause happen live, or only heard the outcome after.

You watch them get called on in the standup and take a visible breath before answering — a witnessed signal, live.

02

REDIRECT

Is the new or default action running?

Did they run the filter in that pause, or launch into the full story? Can't tell, ask what they were thinking. Can tell, reinforce it.

Afterward you ask what went through their head. They walk you through the filter — it ran, even if unseen.

03

SHIFT

Is this a pattern, or one good moment?

The pause and the tight answer show up meeting after meeting, not just in the one you happened to be watching.

Two more meetings this month, same result: they land the point in one breath. Not a fluke — a habit forming.

04

EMBEDDED

Is it showing up unprompted?

No prompting, no visible pause needed. Others call them the clear one in the room, and they stop naming the pause as deliberate.

A peer says, 'I always know what to do after they talk — it's never fuzzy.' You name it: 'That's not luck. That's you, now.'



REPEAT UNTIL EMBEDDED

BEFORE (Old Pattern)

- No filter running before they speak. The room waits through the story to find the point.
- Updates run long, get interrupted. Others end up asking what's actually needed.

AFTER (Embedded)

- **10-second pause: what, proof, ask. The filter runs before they speak, every time.**
- The room gets the point before it gets the story.

THE GOAL

Consistent evidence the pause runs on its own — before it's ever asked for.