

CL 20

COACHING LAYER

Coaching an Embedded Practice in real work.



Communication & Clarity



PRACTICE: The Spoken Draft

Speak your opening out loud, all the way through, before the real thing — slides don't rehearse, your voice does.

THE HOOK

Slides don't rehearse. Your voice does. One out-loud run of your opening changes everything about how the real thing feels.

DEFAULT

BEHAVIOR SPECTRUM

EMBEDDED

01

SIGNAL

Are they catching it in time?

A high-stakes talk or update is coming up. Note whether you know they rehearsed out loud, or only hear how it went after.

You ask before the meeting if they've practiced the opening out loud — a signal, not yet confirmed.

02

REDIRECT

Is the new or default action running?

Did they speak the opening out loud beforehand, or walk in without hearing it once? Can't tell, ask. Can tell, reinforce it.

They mention running the opening out loud in their office. You reinforce it: "Do that every time."

03

SHIFT

Is this a pattern, or one good moment?

The out-loud run happens before routine updates too, not just the big presentations.

Third update this month rehearsed out loud beforehand — not a one-off, a pattern.

04

EMBEDDED

Is it showing up unprompted?

No prompting needed. The out-loud run happens by default, and openings land settled.

A peer says, "You never sound unsure at the start." You name it: "That's the habit."



REPEAT UNTIL EMBEDDED

BEFORE (Old Pattern)

- The Practitioner rehearses only in their head.
- The opening feels uncertain in the room.

AFTER (Embedded)

- The Practitioner speaks the opening out loud beforehand.
- The opening feels settled, not improvised.

THE GOAL

Consistent evidence the out-loud run happens before routine updates too — without a reminder.