

CL 26

COACHING LAYER

Coaching an Embedded Practice in real work.



Communication &
Clarity



PRACTICE: The Written Record

Send a two-sentence note after the meeting when your concern wasn't engaged with — naming it and the risk.

THE HOOK

When the room moves on without engaging your concern, the conversation isn't over. One short note after the meeting creates a record, without reopening the argument.

DEFAULT

BEHAVIOR SPECTRUM

EMBEDDED

01

SIGNAL

Are they catching it in time?

A concern just got waved off in a meeting. Note whether you were in the room or hearing about it after the fact.

You watch a concern get acknowledged but not addressed before the meeting moves on — a signal.

02

REDIRECT

Is the new or default action running?

Did they send a two-sentence written note within 24 hours, or let the concern drop? Can't tell, ask. Can tell, reinforce it.

They mention sending a note naming the risk after the meeting. You reinforce it: "Do that every time."

03

SHIFT

Is this a pattern, or one good moment?

The written note follows every unengaged concern, not just the highest-stakes ones.

Third note this quarter sent within a day of an unengaged concern — not a one-off, a pattern.

04

EMBEDDED

Is it showing up unprompted?

No prompting needed. The note goes out by default, and decision-makers take concerns more seriously.

A director says, "When she flags something in writing, we act on it." You name it: "Keep that."



REPEAT UNTIL EMBEDDED

BEFORE (Old Pattern)

- A concern goes unengaged, and the Practitioner lets it drop.
- There's no record it was ever raised.

AFTER (Embedded)

- The Practitioner sends a two-sentence note naming the concern and the risk.
- There's a record, without reopening the argument.

THE GOAL

Consistent evidence the written note follows every unengaged concern — without a reminder.