

PE 05

PRACTITIONER EXPERIENCE

Experience an Embedded Practice in real work.



Ownership & Accountability



PRACTICE: The Owner's Stamp

Your recommendation carries weight.

THE HOOK

One sentence changes whether you're seen as someone who reports on work or someone who owns it. Reporters report. Owners recommend.

DEFAULT

BEHAVIOR SPECTRUM

EMBEDDED

01

SIGNAL

When does this matter?

When you send a project update, surface a blocker, flag a risk, or report on status of work you own.

You're about to send an update with a blocker to your manager.

02

REDIRECT

What do I do?

Before sending, add one sentence starting with 'I think,' 'I recommend,' or 'My read is' — your take on next steps.

You weigh the options, then identify which one you recommend.

03

SHIFT

How will I know it's working?

You'll know it's clicking when your manager stops asking what you think — it's already in your message.

Your manager replies: 'I agree, please start the process.' No clarifying questions.

04

EMBEDDED

How do I know it worked?

Your updates get decisions back, not questions. You get pulled into decisions earlier, without having to ask.

Weeks later, your manager asks for your take on a different blocker or risk.



REPEAT UNTIL EMBEDDED

BEFORE (Old Pattern)

- A blocker is shared. Noted, without a recommended next step.
- The problem is explained in detail. The detail replaces a decision, rather than leading to one.

AFTER (Embedded)

- **I recommend we do this. The recommendation leads.**
- Supporting detail follows, not the other way around.

THE GOAL

To provide a recommended path forward with every update, not just the status.