

PE 06

PRACTITIONER EXPERIENCE

Experience an Embedded Practice in real work.



Ownership & Accountability



PRACTICE: The Proactive Ping

Surface the change yourself, before anyone has to come looking for it.

THE HOOK

The trust isn't built when things go right. It's built in the moment you say 'something changed' before anyone had to ask.

DEFAULT

BEHAVIOR SPECTRUM

EMBEDDED

01

SIGNAL

When does this matter?

Any time something shifts — a date moves, a scope changes, a dependency breaks — and it will affect what someone else expects from you.

A vendor dependency slips two days. It'll delay Thursday's deliverable, and no one else knows yet.

02

REDIRECT

What do I do?

Message the person affected. Name what changed, what it means for them, and what you're doing about it. No answer yet? Give a time.

You message: "Vendor slipped two days — Thursday moves to Monday. I'll have a revised plan by end of day."

03

SHIFT

How will I know it's working?

You'll know it's working when your manager stops following up on in-flight work — because they trust you to surface changes first.

Your manager hasn't checked the vendor issue all week — she already knows where it stands. You told her.

04

EMBEDDED

How do I know it worked?

Stakeholders call you reliable, not because nothing changes, but because they always know where things stand. Harder work comes your way.

A director asks for you by name on a high-visibility project — she's heard you don't create surprises.



REPEAT UNTIL EMBEDDED

BEFORE (Old Pattern)

- You wait to be asked.
- The change surfaces later, as a surprise.

AFTER (Embedded)

- Here's what changed, what it means, and what I'm doing.
- The update reaches them before they have to ask.

THE GOAL

Surface change before anyone has to come looking for it.