

Every tested finding lands in exactly one position.

What you leave alone is decided as carefully as what you change.

PROTECT

What stays, and who built it

ACT

Confirmed · reversible · visible

BUILD

One or two. Longer than a quarter

WATCH

Owner · reason · review date

Run every candidate move through the gates.

Confirmed, reversible, ready: in that order. Failures route to Build or Watch, never nowhere.

1 THE FINDING _____
THE CANDIDATE ACTION _____

☐ CONFIRMED ☐ REVERSIBLE ☐ READY POSITION _____

2 THE FINDING _____
THE CANDIDATE ACTION _____

☐ CONFIRMED ☐ REVERSIBLE ☐ READY POSITION _____

3 THE FINDING _____
THE CANDIDATE ACTION _____

☐ CONFIRMED ☐ REVERSIBLE ☐ READY POSITION _____

4 THE FINDING _____
THE CANDIDATE ACTION _____

☐ CONFIRMED ☐ REVERSIBLE ☐ READY POSITION _____

A move that passes all three gates earns the Act position. Confirmed but irreversible: Build. Unconfirmed, or no capacity this quarter: Watch, with a review date.

THE FULL METHODOLOGY

- › From Findings to Action · the article behind this worksheet
- › Organizational Intelligence · the series cornerstone
- › Erik R. Miller · E.R.M. Advisory