OVERVIEW

Permissioned Proof Bank

Diagnose the situation, choose a target and capture the first insight.

CLIENT / TEAM	COACH	SESSION DATE

PURPOSE

Use this coaching worksheet to collect examples of observed leadership change with consent. Leave with a permissioned proof-point library that can be tested in real, respectful, consent-based work.

WHY THIS MATTERS

Start with sponsor interviews, manager challenges and permissioned programme feedback. Watch for sharing identifiable participant reflections. Review approved behavior examples as a learning signal, not a promised result.

SELF-ASSESSMENT / SCORE EACH DIMENSION 1 TO 10

LOOK FOR	NOW /10	GOAL /10
01 Audience fit		
02 Problem clarity		
03 Coaching fit		
04 Proof quality		
05 Differentiation		
06 Message recall		

QUICK REFLECTION

Which dimension is the best starting point for this focus: collect examples of observed leadership change with consent?

DEEP WORK I

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Use actual evidence. Separate what happened from what you assume it means.

01 / CURRENT PICTURE

01 Review sponsor interviews, manager challenges and permissioned programme feedback. What observed moment shows the need to collect examples of observed leadership change with consent?

02 What did the leader, colleague or sponsor actually say or do? Record one concrete example.

02 / THE LEVER

03 When you try to collect examples of observed leadership change with consent, which step breaks down first, and in what context?

04 What assumption are you making that the evidence does not yet support? How could you check it?

03 / PRACTICE & TEST

05 Coach question: What example can you show without exposing a client?

06 How could you replace sharing identifiable participant reflections with a fair, specific and testable move?

DEEP WORK II + WORKSHEET

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Build a usable artifact, then pressure-test it with a real-world scenario.

07 What must a permissioned proof-point library contain to help the user collect examples of observed leadership change with consent? Name the first two decisions it supports.

08 Where might sharing identifiable participant reflections show up? How will you notice it and adjust before a colleague or participant is affected?

DECISION GRID

Complete five rows while building a permissioned proof-point library. Use only approved, non-sensitive examples.

CHOICE	LEADER / TEAM IMPACT	EVIDENCE	DECISION
01			
02			
03			
04			
05			

BRING INTO THE NEXT COACHING CONVERSATION

Ask: What example can you show without exposing a client? Check: approved behavior examples.

ACTION PLAN

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Move from insight to observable practice, with a realistic measure and review date.

FROM INSIGHT TO ACTION

STEP	PRACTICE ACTION	BY WHEN
01 REVIEW	Inspect one real example from sponsor interviews, manager challenges and permissioned programme feedback.	
02 BUILD	Draft a permissioned proof-point library using that evidence.	
03 REHEARSE	Practise the move with a coach or peer and request one correction.	
04 TEST	Try it in one relevant, consented team or stakeholder interaction.	
05 ADAPT	Review approved behavior examples and change one thing.	

SUCCESS METRIC

Leading signal: approved behavior examples. Choose a baseline and a realistic target; outcomes are not guaranteed.

MILESTONES / WHEN WILL YOU LOOK FOR EVIDENCE?

CHECKPOINT	WHAT YOU EXPECT TO SEE	REVIEW DATE
DAY 30		
DAY 60		
DAY 90		

SUPPORT NEEDED

MAIN RISK

COMMITMENT & FIELD NOTES

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Agree the next move, track what happened and return with evidence.

MY COMMITMENT

In the next relevant situation, I will use a permissioned proof-point library to collect examples of observed leadership change with consent.

IF THIS GETS IN THE WAY, I WILL...

PARTICIPANT SIGNATURE

DATE

WEEKLY FIELD NOTES

WEEK	SITUATION	WHAT I TRIED	EVIDENCE + ADJUSTMENT
01			
02			
03			
04			

IN THE COLLEAGUE OR SPONSOR'S WORDS / USE PERMISSIONED, NON-SENSITIVE WORDING

NEXT REVIEW

ACCOUNTABILITY PARTNER

Keep participant and team data private. No results are guaranteed.