



[INTRODUCTION]

**TITLE: FORGED CULTURE
PROTOCOL DECK**

WHEN:

- Use at first sign of heat
- Use in drills and retros

PROTOCOL:

- Clarify & Close: Owner. Time. Witness. Verify.
- Containment: stop bleed, set cadence.
- Repair: direct repair, smallest test by Friday.





OUTPUT:

Visible owner/time in channel
Peer witness link
Next check-in scheduled

PRICE OF DELAY:

False certainty and late panic
Hidden corrosion and repeat incidents

NOTES:

Verbs first. No theater. Smallest test
by Friday.
Use the SEV ladder for escalation.





[OP PSYCH] [#07]

TITLE: Anger Processing - Precision Ragesmithing

WHEN:

- Operational failures trigger justified fury

PROTOCOL:

- **NAME THE RAGE:** What exactly violated your system values?
- **TRACE THE PATTERN:** What keeps repeating?
- **REDESIGN:** What would solve this at root cause?
- **ACT WITH FOCUS:** Channel fury into a fix, not fallout
- **STABILIZE:** Move your body, vent privately if needed



BACK OUTPUT:

- Righteous anger becomes system reinforcement
- PRICE OF DELAY: estimated cost per hour if we do nothing.





[OP PSYCH] [#10]

TITLE: Executive Communication
Under Pressure - Truth and
Uncertainty Protocol

WHEN:

- Need to speak honestly about partial, uncomfortable, or complex realities

PROTOCOL:

- **TELL THE TRUTH:** Even when it costs you
- **FRAME THE UNKNOWN:** "Here is what we do not yet know"
- **SET CADENCE:** Predictable updates reduce panic
- **HOLD THE LINE:** Do not let pressure rewrite reality



BACK

- REFUSAL: I will not invent certainty or promise speed I cannot deliver
- BUILD TRUST: Honesty now means credibility later

OUTPUT:

- Stakeholders trust your updates even in chaos
- PRICE OF DELAY: estimated cost per hour if we do nothing.





[META / RESILIENCE] [#21]

TITLE: Operational Resilience Assessment

WHEN:

- Need to evaluate your system's stress posture

PROTOCOL:

- LOAD TEST: When does performance degrade?
- FAILURE MAP: Where are you most fragile?
- RECOVERY PLAN: What restores performance?
- SYSTEM DEPENDENCY: What happens if you are down?
- SCALING STRATEGY: How do you grow without collapse?



BACK

- HARD STOPS: do not switch mid-debug unless paged or SEV ladder demands it
- PROTECT BANDWIDTH: defer meetings; delegate status to the scribe
- SWITCH RITES: announce leaving/entering; name interim owner
- TWO-MINUTE RESET: breath, scan notes, restate objective before resuming

OUTPUT:

- Reduced thrash and error rate; momentum preserved across contexts
- PRICE OF DELAY: estimated cost per hour if we do nothing.



BACK



Forged Culture • Protocol Cards



Appendix: C

- If unknowns dominate, label High/Medium/Low with one-line rationale
- IC rites
- OPEN: "IC is NAME."
- CLOSE: "IC released. Authority returns to normal operations."

