



## [ 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."

