TALENT WHISPERERS®

Purposeful Practice, Growing Capability

Human and organizational transformation grows through purposeful, embodied practice. We connect a meaningful goal to a manageable change, test it in real conditions, and learn from what happens. Through feedback, reflection, and repetition, useful changes can become dependable capabilities. As capability grows, we recalibrate the stretch and choose the next meaningful step.

THE ARCHITECTURE

Core Why: direction and boundaries

Ask successive whys to clarify our objectives, why they matter, and the purpose we share. Choose each target in alignment with that purpose. Revisit alignment between cycles and when tensions, evidence, or circumstances invite reconsideration.

MVPC: the change we test

Minimal Viable Process Change for teams and Minimal Viable Pattern Change for individuals frame small, achievable changes as testable experiments. Keep each increment meaningful enough to learn from, while lowering the barrier to action and shortening the time to learning.

Goldilocks Growth Zone: workable stretch

Seek the sweet spot between playing it too safe and stretching too far. Reach beyond familiar capability while keeping recovery manageable. Short traverses on a steep ski slope illustrate the principle: take on a manageable challenge, learn from the experience, and adjust.

Human conditions: agency and trust

Familiar inner voices or lyrics may stir deep-seated doubts about our worth or capability, holding us back. Curiosity and attunement help us recognize what is playing. Through practice and reflection, we can explore different responses and begin to change the tune.

THE T.H.R.I.V.E. LOOP

MVPC defines the experiment. THRIVE guides its selection, testing, and evolution.

T	**Target**	Choose a meaningful next step toward a goal, in how we pursue it, or both, aligned with the Core Why and within the Goldilocks Growth Zone. Clarify the intended action, current baseline, desired outcome, and relevant boundaries.
H	**Hypothesize**	Predict the measurable impact of that step toward the target: what change we expect, how much, over what period, and why. Identify evidence that would support or challenge that prediction.
R	**Reach**	Stretch to take on the targeted challenge using the chosen approach. Engage fully in carrying out the intended action under real conditions.
I	**Investigate**	Examine what happened: results, friction, inner responses, and unexpected effects. Explore what helped or hindered progress before drawing conclusions.
V	**Validate**	Assess whether the measured impact fell short of, met, or exceeded the hypothesis, and whether the result and approach served the goal. Distinguish useful progress from activity, coincidence, or displaced problems.
E	**Evolve**	Breathe. Take time to integrate useful learning and choose whether to retain, refine, or replace the approach or targeted direction. Adjust the stretch in light of what we learned. Revisit the Core Why when needed.

LEVELING UP: A RISING BASELINE

Right-sized challenges and incremental experiments invite us to stretch beyond the familiar and get past inner voices that may hold us back. Learning from what worked, what didn’t, and why helps us evolve both our approach and our response to those voices. Through that learning, we can raise our baseline of capability and resilience, becoming better equipped to engage with larger or more complex challenges.