

THE FIVE ACTIONS READY-TO-ACT SCORECARD

An External Blueprint for Structural Conflict Resolution

“Resilience may keep a system alive, but only structure makes it sustainable.”

— Nance L. Schick, Esq.

Once your inner environment is steady, you must execute external processes designed for partnership rather than legal combat. Use this diagnostic framework to assess if your action plan is concrete enough to deliver an agreement that lasts.

Action Phase	The Tactical Standard	Ready? (1 Yes / 0 No)	The Operational Boundary Check
1. Succinct Definition	Can you articulate the core operational dispute in a single sentence using the strict format below? <i>I/We disagree with [Name] about [What].</i>		Avoid diagnosing hidden motives or inventing personal stories. Keep the sentence focused entirely on the operational standard.
2. Interest Identification	Have you explicitly separated rigid, defensive bargaining positions from the core professional beliefs, expectations, wants, and needs of both sides?		Ensure the employer's operational interests and the employee's existential needs are both clearly illuminated.

3. Possibility Play	Have you brainstormed a dynamic list of structural adjustments completely unconstrained by old "legacy rules" or the narrow desire to simply be "right"?		Focus on finding zero-cost or affordable options that optimize talent and preserve human dignity.
4. Future Creation	Are your proposed actions explicitly built around SMILE? • Specific • Measurable • Individualized • Likeable • Easy to execute		If the action step depends on unsustainable, heroic effort rather than a clear system, it will fail the stability test.
5. Continuous PARR	Have you built explicit check-in dates into the calendar to Plan, Act, Revise, and Repeat as external workplace conditions change?		Dispute resolution is a continuous loop, not a single static event. Expect to iterate your operating rules as you go.

THE RESOLUTION READINESS ANALYSIS

- **Score 0–2 (Improvised Plan):** You are attempting to rely on personal charisma, individual endurance, or gut reactions to resolve a structural issue. This often leads to an expensive, quiet departure or a long-term engagement drain. Stop and use Action 1 to simplify the scope.
- **Score 3–4 (Structural Outline):** You have designed an objective approach, but your milestones lack the clean, operational repeatability of a true system. Ensure your Action 4 milestones are fully anchored to the calendar.
- **Score 5 (Partnership Blueprint):** Your resolution roadmap meets the HAQ Standard. You have successfully detached individual identities from the conflict architecture and built a sustainable framework that can withstand modern workplace friction.