WORKSHEET · FOCUS · RELATIONSHIP BUILDING

CoachVikram & COMPANY

The *Signal* Log

You can only notice what has changed if you know what normal looks like. Five minutes today, one question a day this week.

WEEK OF _____

TODAY · 5 MINUTES

Write down their "normal."

Pick three people you work with. Capture how they usually show up, before anything changes. Initials are enough; this page is just for you.

INITIALS	WHAT'S NORMAL FOR THEM Energy, tone, how they show up in meetings, what they push back on	SOMETHING THEY MENTIONED RECENTLY A worry, a plan, something outside work
1		
2		
3		

THIS WEEK

Spot the shift. Ask about it.

When something doesn't match their normal, or an answer doesn't quite fit, ask one more question before you decide what it means.

INITIALS	WHAT CHANGED?	WHAT I ASKED	WHAT I'D HAVE MISSED
1			
2			
3			

CUT OUT · KEEP ONE CLOSE

"What makes you say that?"

WHEN AN ANSWER FEELS THIN

"You seem different this week. What's changed?"

WHEN SOMEONE SHIFTS

"How did that turn out?"

WHEN NOTHING IS AT STAKE

FRIDAY

What would you have missed this week if you hadn't asked? _____