

DIAL COMMUNITY EDITION

Appendix Pack

Volume 1 — Facilitator & Repair Core

Facilitator Quick Start • Team Discussion Guide • 30-Day Repair Plan • The 22 Gate Repair Worksheets

*Companion tools to the Load-Bearing Leadership System™
Grounded in the book. Built for the room.*

HOW TO USE THIS PACK

This pack turns a DIAL Community Edition result into something a team can act on. It follows the book's own sequence: locate the Lane under the most strain, identify the Gate most likely cracking, name who is compensating, install one small reinforcement, and watch for relief. It is not a plan to fix everything at once. It is a way to move the first load.

Every worksheet is designed to be printed or completed on screen. Facilitators should read Appendix A first, then choose only the Gate worksheets that match where pressure is actually concentrating. You are not meant to complete all 22.

A NOTE ON WHAT THIS IS — AND IS NOT

The DIAL Community Edition is a structured self-assessment. It offers a directional reading of where load is going — into a leader's Formation, the surrounding Structure, or the gap between them. It is not a personality test, a performance ranking, or a validated clinical instrument, and its results are not a verdict on any person. Read a result as a map, not a judgment. Use these tools to distribute weight, not to concentrate power; to relieve the person who is carrying too much, not to name a culprit.

Adapt the role language for your context. Where a worksheet says "leaders," "team," or "the carrier," read the words that fit your setting:

- Organizations & nonprofits: board, executive leadership, staff, volunteers.
- Churches & ministries: elders, pastors, staff, ministry leaders, volunteers.
- Lodges: Worshipful Master, officers, committees, members (and Grand Lodge where appropriate).

APPENDIX C — 30-DAY REPAIR PLAN

A Gate is not repaired because leaders finally talk about it. A Gate is repaired when the system carries pressure differently the next time pressure arrives. This plan is the bridge from a DIAL result to a reinforcement that holds. It follows the book's retrofit rhythm: stop the bleeding, install stability, then test durability.

DAYS 1–7 — STOP THE BLEEDING

Goal: reduce immediate pressure. Do not attempt transformation. Name one cracked Gate and install one temporary reinforcement.

The pressure point:

The Gate we are reinforcing:

The carrier we are relieving:

The one temporary reinforcement we will install this week:

The relief we will look for:

DAYS 8–30 — INSTALL STABILITY

Goal: turn temporary relief into something repeatable. If relief appeared, make the reinforcement clearer, lighter, and easier to use. If it did not, inspect the diagnosis — the Gate may be wrong, the reinforcement too weak, the room not yet safe, or a Formation issue may be blocking the repair.

What worked and should be kept:

What we will make lighter or clearer:

Who now owns this reinforcement (so it does not depend on one person):

LOOKING TO DAY 90 — TEST DURABILITY

Goal: confirm the reinforcement holds under pressure the first weeks did not test — growth, transition, turnover, or crisis. Name the condition you expect to test it, and the signal that it held without heroics.

The condition that will test this reinforcement:

Evidence it held without one person carrying it:

THE TEST OF A REPAIR

Exhortation says, “Try harder.” Reinforcement says, “Here is the path that helps the right thing happen.” A reinforcement has worked when the right action has become clearer, safer, easier, and more repeatable when the work gets hard — and when the person who used to carry the Gate is carrying less.