

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 A — FACILITATOR QUICK START

Set aside thirty minutes. Gather the smallest group that can answer honestly — that may be one leader, a staff team, a board committee, a ministry team, or a lodge’s officers. You are not producing a complete diagnosis. You are locating the first load-bearing crack and installing one reinforcement.

BEFORE THE ROOM GATHERS

- Confirm consent and privacy. Tell participants how responses will be used, who will see them, and how long they will be kept. (See the Facilitator Consent & Data Handling tools in a later volume of this pack.)
- Decide the altitude. A frontline team, a department, and a whole organization will read the same result differently. Name the level you are working at before you start.
- Set the tone. Say plainly: “We are not diagnosing a person. We are finding where the system is asking someone to carry too much.”

THE THIRTY-MINUTE STRUCTURAL AUDIT

STEP 1 — NAME THE PRESSURE

Write one plain sentence describing the pressure you are facing (for example: “Decisions keep coming back to me,” or “Bad news reaches leadership too late”). Then name who or what is carrying it right now.

The pressure we are facing is:

The current carrier is:

STEP 2 — SCORE THE FOUR LANES

Score each Lane from 1 (not holding at all) to 10 (carries pressure clearly and reliably). Use your honest first read. Then circle the lowest Lane; if two tie, choose the one creating the most unnecessary human load.

Truth — how reality moves	Score (1–10): _____
Power — how authority moves	Score (1–10): _____
People — how tension moves	Score (1–10): _____
Standards — how expectations hold	Score (1–10): _____

The lowest Lane is:

STEP 3 — GO TO THE LOWEST LANE’S GATES

Use the lowest Lane to locate the likely Gate. Truth: Bad News, Weak Signal, Candor, Transparency, Truth-in-Tension, No-Spin. Power: Decision Rights, Escalation, Capacity, Influence, Authority Legitimacy, Accountability. People: Conflict Resolution, Feedback, Trust Repair, Alignment, Safety, Dignity. Standards: Clarity, Enforcement, Drift Detection, Reinforcement.

The Gate most likely cracking is:

STEP 4 — IDENTIFY THE COMPENSATION

Ask what happens because this Gate is weak. Who decides, translates, calms, remembers, or works late to cover it? Name the carrier without blame, then name what the system has been borrowing from them.

The carrier compensating for this Gate is:

The system has been borrowing:

STEP 5 — INSTALL ONE REINFORCEMENT

Choose one reinforcement that can be installed in seven days or less — small enough to use, visible enough to remember, strong enough to move load. Open the matching Gate Repair Worksheet in Appendix D.

The first reinforcement we will install is:

STEP 6 — DEFINE THE RELIEF SIGNAL

Name the observable evidence that load is moving differently: fewer escalations, earlier risk signals, fewer side conversations, clearer ownership, reduced rework, one overused carrier carrying less.

The relief signal we will watch for is:

We will review this on:

WHAT NOT TO DO

- Do not try to repair all four Lanes at once.
- Do not introduce every term in the framework to a tired team.
- Do not turn the audit into a blame session.
- Do not announce a transformation before creating first relief.
- Do not confuse a conversation about a Gate with repairing the Gate.