

THE COUL & GOLD GROUP

A Companion Tool for Subscribers

The Translation Layer Check

A companion to “The Shrinking, and What It Was Actually For,” The Coul & Gold Briefing

PART ONE

Is This You?

Answer on reflection rather than reflex.

When you notice something is not working, do you usually know before you say anything — sometimes long before?

If asked directly “what do you actually think,” do you give a sharper, more useful answer than the one you would have offered unprompted?

In private, is your first version of feedback noticeably more direct than the version that eventually reaches a wider group?

Have you ever said something startlingly direct under pressure, with no time to soften it, and then felt the immediate pull to walk it back?

If a current situation, working relationship, or partnership ended tomorrow, would the other person be surprised by the ending — or by how long you had been feeling this way?

PART TWO

Is This Someone You Work With?

For leaders and CoS professionals working alongside someone who may be running this pattern.

Is there someone on your team who is unusually calm in rooms where others are not?

When something this person flagged early turned out to matter later, was that connection ever made explicitly — or did it quietly resolve, with no one noting who had seen it first?

When this person speaks plainly, what happens in the room? Is it heard and weighed on its merits — or does the discomfort become, implicitly, evidence that they were wrong to say it?

Has this person ever gone quiet in a particular kind of meeting, out of character, and did anyone ask why?