

FRICTION

INTERPERSONAL

See The Real Work

The Experiment: The Superpower Scout Log

Duration: 7 days

Time required: 5–6 minutes daily, plus a 15-minute conversation at week's end

Goal: Train your attention to spot strengths in motion—especially the ones outside formal roles—and turn them into development.

Step One: Pick Your Lens (2 minutes)

For the next week, you're not looking for "who's the best." You're looking for signals. Use this list as a prompt:

- Clarifies complexity fast
- Calms tension without avoiding truth
- Anticipates downstream risk
- Builds trust quickly with strangers
- Makes others better
(teaches, coaches, connects)
- Spots patterns in messy info
- Moves work forward quietly
(removes blockers, bridges teams)

Step Two: Capture Three "Strength Sightings" Per Day (5 minutes)

At the end of each day, write three quick entries. Use this format:

- **Moment (facts only):** What did I see/hear?
- **Superpower (name it):** What strength was operating?
- **Impact (who/what changed):** What got better because of it?
- **Elsewhere:** What bigger work could use this?

Example:

- Moment: “In the client call, Maya summarized the disagreement in 20 seconds and everyone nodded.”
- Superpower: “Sense-making under pressure.”
- Impact: “Lowered heat; sped decision.”
- Elsewhere: “She could lead the next cross-functional alignment meeting.”

Step Three: Deliver One “See It. Say It. Shape It.” Message Per Day (60 seconds)

Send a Slack, text, or hallway note using this script:

- “I noticed **[specific action]**. That looked like **[strength]**. It mattered because **[impact]**. I’d love to see you use that more on **[future opportunity]**.”

This is recognition *plus* development. It tells them what to repeat.

Step Four: End the Week with One Talent-Scout Conversation (15 minutes)

Pick the person whose superpower showed up most clearly—especially if it’s outside their job description—and ask:

1. “When do you feel most *useful* at work?”
2. “What kinds of problems do you naturally run toward?”
3. “What work drains you faster than it should?”
4. “If we made 10–15% of your next month more strengths-shaped, where would you put it?”

Close with one concrete experiment (two weeks max): a small project, a meeting to lead, a mentoring role, or a cross-functional task that lets the strength work harder.

Step Five: Reflection

- “Who on my team is currently under-seen?”

- “What strengths am I rewarding by default (speed, compliance, polish) . . . and what strengths might I be ignoring (repair, translation, courage, steadiness)?”

- “If I acted like a talent scout for one hour a week, who would grow fastest?”