

## SOBC Quick Diagnostic Canvas

Rapidly diagnose a workplace moment and pick a change lever (S / O / C).

**Name:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**Team/Project:** \_\_\_\_\_

<p><b>S — Stimulus (What happened?)</b></p> <ul style="list-style-type: none"> <li>• Trigger details: text, tone, channel, timing, role power, clarity.</li> <li>• Paste the exact message or add a one-line description.</li> </ul> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>	<p><b>O — Organism (How was it read?)</b></p> <ul style="list-style-type: none"> <li>• Appraisal (threat vs challenge), emotions, beliefs, goals.</li> <li>• Skills or norms shaping the lens (e.g., psychological safety).</li> </ul> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>
<p><b>B — Behavior (What did they do?)</b></p> <ul style="list-style-type: none"> <li>• Specific, observable words/actions (include your own if relevant).</li> <li>• Avoid labels—capture exact phrases or actions.</li> </ul> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>	<p><b>C — Consequence (What followed?)</b></p> <ul style="list-style-type: none"> <li>• Immediate outcomes; ripple effects on time, quality, trust.</li> <li>• Note intended vs unintended results.</li> </ul> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>

**Pick ONE lever to try first:**

Rewrite the Stimulus (S)    Prime the Organism (O)    Redesign the Consequence (C)

Next Action (one sentence): \_\_\_\_\_

Tip: Diagnose in 60s → Choose S/O/C → Act → Observe → Iterate next message.