NOBLE CORE VALUE / N

Navigate with Integrity



Give people an accurate basis for a decision

When you brief a decision, separate what you know from what you have inferred. Say which assumption matters most. If that assumption changes, the people relying on your judgment need to know what changed and what it means for the decision.

BIG FIVE **Emotional stability**

Emotional stability describes how readily pressure unsettles you. Think of a recent briefing. How closely did the certainty in your voice match the evidence you had?

How does the work change across arenas?

Threat is the cost of an error. Stability is how predictably the work repeats. Select the arena for your activity.

○	**Cultivated** Low threat, high stability	Agree on which record people should use and who keeps it current.
○	**Clouded** Low threat, low stability	Identify the assumption that most needs checking. Say what would change your mind.
○	**Crucible** High threat, high stability	Use the checks the team has rehearsed. Confirm that someone actually completed them.
○	**Chaotic** High threat, low stability	Report what you can verify now. Name the most important unknown and when you will update it.

CLASS ACTIVITY

Review a decision you are responsible for

What do you know, and what evidence supports it?

Which assumption matters most? Who needs an update if it changes?

In pairs Ask your partner to identify the assumption from your brief.