

THE HIDDEN PATTERN PROJECT

The Hidden Advantage



Patterns at Work

Different histories. One shared course.

Every team is a fleet. People arrive carrying learned rules about proving value, staying safe, handling uncertainty, managing conflict, and earning belonging. Those rules were useful somewhere. The question is what they do once they start steering the same water.

WHAT THIS IS

Facilitated sessions on patterns and systems. No diagnoses, no personality types, and no disclosure about anyone's personal history.

In person across Central Florida • Built for virtual delivery • Groups of 8–30

thehiddenpatternproject.com/business

THE PREMISE

What looks like a people problem is usually a pattern problem.

You ran the training and the behavior didn't move — because some workplace behavior isn't a skills gap. It's a rule that worked somewhere else and followed someone here. Three readings most organizations recognize.



01

The bottleneck nobody intended

The manager who rewrites everything, because releasing imperfect work feels riskier than carrying all of it.



02

The performer who never says no

Capacity looks fine right up until the resignation, because overfunctioning was read as resilience.



03

The norm nobody chose

One 10pm email becomes the standard, because teams copy whatever behavior looks safest or best rewarded.

A single event is weather. A pattern is a current.

Every session runs the same four steps.

Whether a session runs 60 minutes or a full day, it moves through the same four steps in the same order. The second name under each one is what's printed on the cards and the Pattern Map, so people can find their place on the table at a glance.



STEP ONE

Notice *Sightings*

What keeps happening here. Observed, not diagnosed.



STEP TWO

Reflect *Soundings*

What that pattern sets off internally. Written privately, never collected.



STEP THREE

Choose *Bearings*

What a more deliberate response would actually look like next time.



STEP FOUR

Continue *The Log*

What the team agrees to keep doing after everyone leaves the room.

SESSION INDEX

Build the engagement around what you're actually seeing.

The core session sets the shared language and comes first. Everything after it is chosen around the behaviors, teams, or leadership conditions you want to address.

SESSION	LENGTH	BEST FOR
The Core Session The six-pattern model and the shared language everything else uses.	90 min	All staff
Executive Briefing The model for leaders, tied to organizational conditions.	60 min	Leadership
Feedback That Lands When feedback meets a learned rule about worth or safety.	60 min	Staff, managers
Hard Conversations & Boundaries Saying no, naming friction, staying in a hard conversation.	60 min	All staff
Working in the Unknown Ambiguity, and what a team needs to keep moving.	60 min	Teams in change
Sustainable Pace Overfunctioning, always-on norms, and unsafe rest.	60 min	Staff, managers
Psychological Safety for Managers What decides whether people surface risk early.	90 min	Managers
Team Agreements Working Session Awareness into explicit agreements the team writes.	60 min	Manager + team

ADD-ONS

Three ways to shape the engagement.

Each is priced separately, so you only pay for what your room actually needs.

Bearings Check

45 MINUTES, 30 TO 90 DAYS AFTER A SESSION

Reopens the one-page plan a team wrote, looks at what actually changed, and resets the commitment where it didn't. Where a workshop stops being an afternoon.

Topic charts

CHOOSE THE WATERS

A session can be built around one subject area, with its own scenarios and prompts.
Available now: Communication, Leadership, Workplace Culture, Collaboration, Feedback, Accountability. Nine more built to order.

Multi-session engagement

BUILT FROM YOUR INTAKE

Sequenced across a quarter rather than delivered in one day, with a Bearings Check between them.

PRICING

Quoted individually: group size, session count, topic charts, and on site or virtual. Tell me what you're seeing and you'll get a shape, a length, and a price.

IN THE ROOM

Built for tables, not slides.

People work in small groups around a printed Pattern Map. The prompt cards stay with the facilitator and move through the table as the session runs. Everyone leaves with their own written work and one card to keep.

PER TABLE	4–6 participants, one printed Pattern Map
MAP SIZE	11×17 or 18×24 — your choice
PROMPT CARDS	5×7, facilitator-held, introduced at each step
EACH PARTICIPANT	A private reflection worksheet, 8.5×11
EACH TABLE	A one-page team action sheet, filled in during step four
TAKE HOME	One takeaway card per person
SCENARIO LIBRARY	Six starter scenarios, expandable by topic

What people leave with

Your own worksheet	Private, never collected.
A card for your desk	Four steps on one side, five questions on the other.
Your team's one-pager	The pattern, the change, the owner, and the review date.

Nobody has to disclose anything.

That isn't a footnote to the design. It's the thing that makes this conversation usable inside a workplace at all.



01

Everything runs through fictional people

Discussion stays with invented scenarios, not stories about real colleagues in the room.



02

Reflection stays private

The worksheet is never collected, and nobody is asked to read a personal answer aloud.



03

No types, scores, or employee record

Nothing here is built to feed performance management, discipline, or a manager file.



04

Not therapy, not an HR investigation

The boundary is stated out loud in the room, with EAP or equivalent resources signposted where they exist.

The pattern, not the person.

SET THE COURSE

Start with the pattern your organization keeps running into.

You don't need to know which session fits before you get in touch. Answer these, and you'll get a recommended shape, a length, and a price.

- 01 What are you seeing that made you look at this now?

- 02 Who would be in the room, and roughly how many people?

- 03 Is this one team, several teams, or leadership?

- 04 What would you want to be different afterward?

- 05 When are you hoping to run it?

- 06 On site or virtual?

WHAT HAPPENS NEXT

I read every inquiry myself and reply within about two business days. No sequence, and no sales call first.

rosie@thehiddenpatternproject.com

