



## The SMF Method™: The 30-Second Culture Assessment™

Use the below techniques to assess **Signal Fidelity + Psychological Safety** before or during any professional interaction.

### 1. THE POSTURE OF PRESENCE (Physical Manifestations)

Detecting Systemic Orientation vs. Fragmentation.

- [ ] **Positive Signal (Perfusion):** The team is physically oriented toward the mission and each other. You observe open postures, leaning in, and a presentation of relaxation rather than guarded tension. Facial expressions are neutral or receptive; jaws are unclenched, and brows are relaxed.
- [ ] **Sepsis Signal (The Huddle of One):** Individuals are siloed in their own "vessels." You observe crossed arms, backs to the monitor/room, or physical retreating. Facial manifestations include "The Mask" (flat, stony affect), furrowed brows of frustration, or tight, "clamped" jawlines.

### 2. THE FREQUENCY OF THE ROOM (The Soundscape)

Monitoring for Signal Fidelity and Throttled Data.

- [ ] **Positive Signal (Productive Noise):** Low-level, multi-directional flow. Questions and data are exchanged across ranks without biting tones, sarcasm, or raised volume.
- [ ] **Sepsis Signal (Ischemic Communication):** **The Heavy Silence:** An unnatural quiet indicating fear of speaking or data withholding. **The Monologue:** One voice (Authority Domineering) is the only audible frequency. **Uncontrolled Volume:** High-decibel chaos where everyone is transmitting but no one is receiving (Zero Closed-Loop Flow).

### 3. THE VISUAL HANDSHAKE (Eye Contact & Gaze)

Ensuring Inter-Nodal Acknowledgment and Human Fidelity.

- [ ] **Positive Signal (The Acknowledgment):** When someone enters or a task transitions, there is a visual check-in. Eyes meet briefly to verify the presence of the "Other." Gaze is focused on the shared "Field" or the person speaking.
- [ ] **Sepsis Signal (The Invisible Colleague):** People are treated as technical functions rather than partners. No one looks up. You observe "The Avoidant Gaze"—eyes fixed on screens, floors, or equipment specifically to avoid acknowledgment or "Scrubbing In" to the conversation.



***If one or more Sepsis Signals are present, distrust/dysfunction is present and breakdown is looming without intentional Path of Travel correction.***

