

*Space for reflection, review, and what comes next.
A sounding board for discovery, planning, and implementation.*

Working Principles

Consolidated Principle	Guided Interpretation (What This Means in Practice)
Client is the Expert	The client knows their business best and is the expert on their own experience. Our role is not to interpret or diagnose, but support reflection, clarity, and movement.
Inquiry over Prescription	We prioritize thoughtful questions over answers. Insight emerges through inquiry, not instruction.
Reflection before Review	We take time to support reflection to help make sense of what's happening before supporting evaluating options or next steps.
Accountability without Hierarchy	Accountability comes from clarity and follow-through, not authority or enforcement. Commitments are chosen, never imposed.
Autonomy with Responsibility	The client retains full responsibility for decision-making and for the outcomes of those decisions.
Trust and Discretion	Conversations are treated with care and confidentiality, creating space for honesty, uncertainty, and candor.
Clear Scope and Consent	The scope of work is explicit and revisited as needed. Changes happen by agreement, not assumption.
Progress over Polish	Forward movement matters more than finished answers. Iteration is often more valuable than refinement.
Fit over Formula	Tools and frameworks serve the situation—not the other way around. What fits now matters more than what's standard.
Permission to Stop or Shift	Choosing to pause, stop, or change direction or subject is a valid outcome. Continuing is a decision, not a default.