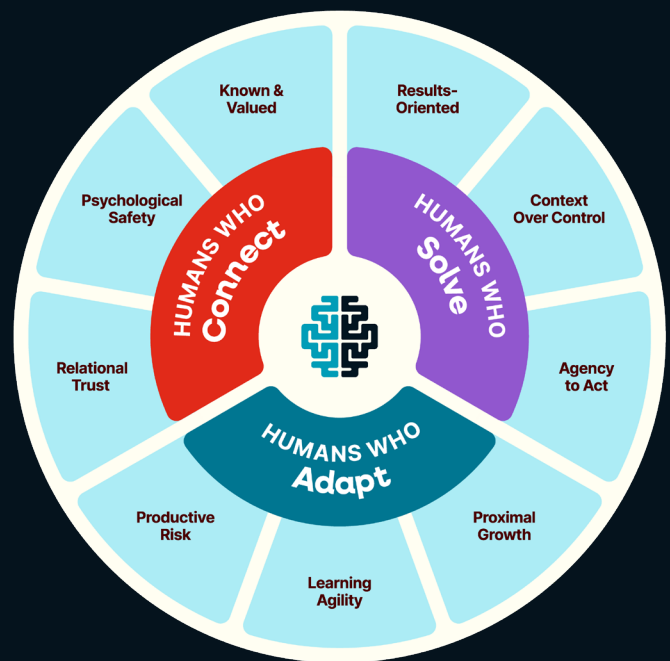


Creating the Conditions

for Human Skills

You cannot hand someone curiosity, judgment, or resilience. What you can do is create the conditions where those skills become necessary, safe to practice, and worth repeating. Build the conditions, and the skills grow. These nine conditions are where human skills flourish.



HUMAN WHO Connect

Known & Valued

People are known and valued for their strengths and contributions, so they bring their full selves to the work and to each other.

Psychological Safety

People can speak honestly, ask for help, and admit mistakes without fear, so they can take the risks that learning requires.

Relational Trust

People can count on each other to follow through and tell the truth, so they can depend on one another to do hard things.

HUMAN WHO Solve

Results-Oriented

People own outcomes and figure out how to reach them, so the work is aimed at impact, not just completion.

Context Over Control

People are given the why, not just the what, so they can reason through the work rather than execute someone else's plan.

Agency to Act

People have real authority to act on what they know, so their thinking gets tested against reality and sharpens.

HUMAN WHO Adapt

Productive Risk

People can try things that might not work without being punished, so they keep experimenting instead of playing it safe.

Learning Agility

People have time and feedback to reflect on what happened, so each experience makes them better at the next one.

Proximal Growth

People work at the edge of what they can do today, so they grow and together produce what once looked impossible.



ProSolve

The Human Skills
Company