



Organizational & Talent Design, Development and Transformation

PRACTICE WORKSHEETS

T · H · R · E · A · D

The T.H.R.E.A.D. Practice Worksheets

Six printable worksheets to help you practice each part of the system, one step at a time.

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Dr. Leonie H. Mattison
FOUNDER, THE THREAD, LLC

A WELCOME NOTE FROM DR. LEE

Let's put the practices to work.

Dear friend,

These worksheets are for the moments when reading about a practice is not enough, and you are ready to try it. Each one takes about fifteen to twenty minutes and turns a practice into something you can see on paper.

— ◆ —
Insight becomes change only when it is practiced.
— ◆ —

Print one worksheet at a time, or all six. Use them alone, with a coach or mentor, or with your team. Write honestly; no one needs to see your answers unless you choose to share them.

Come back to these pages whenever pressure shifts. Your answers will change as you do, and that is the point.

Dr. Leonie H. Mattison

FOUNDER, THE THREAD, LLC · CREATOR OF THE T.H.R.E.A.D. SYSTEM™

INSIDE, YOU WILL FIND

Think Deeply: from first explanation to deeper explanation

Release Patterns: a ledger for the pattern that keeps returning

Adopt Change: a practice plan with a fourteen-day tracker

Harvest Wisdom: a map of what past seasons taught

Enlist Allies: a circle of the people who help carry change

Design Wholeness: a coherence check and review rhythm

PRACTICE WORKSHEET · INWARD MOVEMENT

T Think Deeply

Pause and look beneath the surface to understand what is really happening, within you and around you.

What is really happening beneath the first explanation?

The situation I am facing

My first explanation

A deeper explanation



What am I treating as fact that may be interpretation?

What am I avoiding because it complicates the story?

What evidence am I favoring?

What might this explanation be protecting?

MY ONE NEXT STEP

BY WHEN

WHO WILL KNOW

PRACTICE WORKSHEET · BACKWARD MOVEMENT

Harvest Wisdom

Draw on your history, experience, and the wisdom of those who came before you to inform what comes next.

What has experience already taught us that we have not yet fully used?

PAST SEASON OR ATTEMPT	WHAT HAPPENED	WHAT IT TAUGHT ME	WHOSE VOICE WAS MISSING
Season one			
Season two			
Season three			

One lesson I will carry forward

One story I am ready to set down

Separating wisdom from nostalgia: what am I romanticizing, or dismissing too quickly?

MY ONE NEXT STEP

BY WHEN

WHO WILL KNOW

PRACTICE WORKSHEET · DOWNWARD MOVEMENT

Release Patterns

Name and let go of the habits, beliefs, and conditions that keep reproducing the same outcomes.

What response keeps repeating, what has it protected, and what is it now costing?

Patterns often carry dignity. Honor what this response once did for you, then name what it costs today.

THE RESPONSE THAT REPEATS	WHAT IT ONCE PROTECTED	WHAT IT COSTS NOW	WHO CARRIES THE COST	ONE SMALL RELEASE

What would feel unsafe if I released this pattern?

What will I do instead when pressure rises?

MY ONE NEXT STEP

BY WHEN

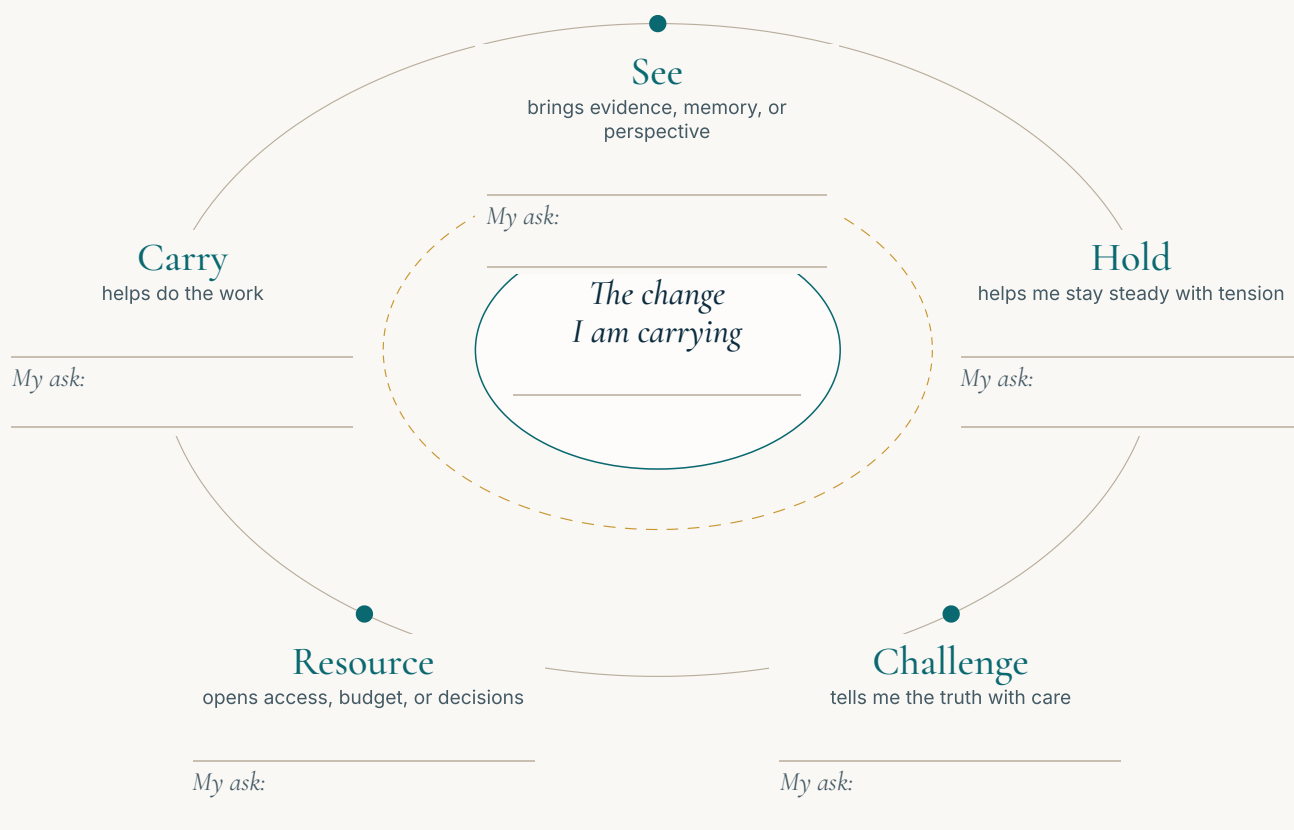
WHO WILL KNOW

PRACTICE WORKSHEET · OUTWARD MOVEMENT

E Enlist Allies

Bring in the people, relationships, and support that help you carry the change.

Who must be enlisted to help us see, hold, challenge, resource, and carry the change?



An audience observes the change. An ally carries responsibility for helping it become real.

MY ONE NEXT STEP

BY WHEN

WHO WILL KNOW

PRACTICE WORKSHEET · UPWARD MOVEMENT

A Adopt Change

Practice new ways of thinking and acting until they hold.

What new response must be adopted, practiced, and reinforced so the old pattern loses power?

The new response I am adopting, in one clear sentence

The moment the old pattern is most likely to return

Support I need to make this easier

What still rewards the old pattern, and how I will reduce it

How I will know it is working

FOURTEEN-DAY PRACTICE TRACKER

													
1	2	3	4	5	6	7	8	9	10	11	12	13	14

MY ONE NEXT STEP

BY WHEN

WHO WILL KNOW

PRACTICE WORKSHEET · FORWARD MOVEMENT

Design Wholeness

Shape a future where the pieces of your experience come together into something coherent.

What conditions must be redesigned so the new response becomes coherent, sustainable, and whole?

The future I am designing toward

AREA	SUPPORTS THAT FUTURE TODAY	WHAT I NOTICE
Purpose	☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5	
Behavior	☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5	
Relationships	☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5	
Structures	☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5	
Routines	☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5	
Resources	☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5	

1 = not at all · 5 = fully

The one condition that most needs redesign

My review rhythm: when I will return to this check

MY ONE NEXT STEP

BY WHEN

WHO WILL KNOW