



HCRP Quick-Start Checklist

Phase 1: Immediate Biological Stop-Loss (The First 48 Hours)

Identify the "Red" Node

Confirm that **Human Capacity** has hit a "Biological Single Point of Failure." Look for:

- High "Apathy Drift" (team stops flagging bugs).
- Visible "Masking Fatigue" (withdrawal from cameras/social rituals).
- Cognitive "Context-Switching" delays in simple tasks.

Deploy the "Zero-Context" Block

- **Action:** Cancel all internal meetings for the next 24–48 hours.
- **Goal:** Lower the **Cortisol Ceiling** and allow for Glymphatic Flushing (neurological recovery).
- **Protocol:** "Asynchronous-Text Only." No "quick syncs."

Enforce "Monotasking Windows"

- **Action:** Mandate 90-minute deep-work blocks focused on **one** high-stakes task.
- **Action:** Follow each block with a mandatory 15-minute **Non-Sleep Deep Rest (NSDR)** break (no scrolling, no Slack).

Audit the "Shadow Log"

- **Action:** Ask the team to privately log "Invisible Labour" hours from the last 7 days.
- **Goal:** Capture the **unpaid overtime** and **Identity Tax** (Masking Load) to prepare your Financial Impact Disclosure.

Execute a "Glucose/Nutritional" Reset

- **Action:** Schedule the next high-stakes "Sacrifice Negotiation" *only* after a designated lunch or snack break.
- **Goal:** Ensure the **Prefrontal Cortex (PFC)** has the glucose required for Affective Labelling and emotional regulation.

Prime the "Diamond Re-Balancing" Pitch

- **Action:** Prepare to present the **Diamond Model** to stakeholders.
- **Focus:** Do not ask for "help." Present **Option A (De-scope)**, **Option B (Extend Time)**, or **Option C (Resource Injection)** as the only ways to avoid a **\$240k "Exit Tax"** per asset.



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