

Micro-Mastery
THE COMPANION WORKSHEETS

CHAPTER
05

The Culture Pillar

Building a Special Forces Team



THE EXERCISE

The Hiring Five & The Three-Question Audit

Mastery does not live in a strategy document or a positioning statement. It lives in people. Every seat matters disproportionately when the team is small by design.

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The Hiring Five



Capability is the entry ticket. Alignment is what decides whether the hire strengthens the formation or dilutes it. Take a current or open seat. Answer five questions about the person you would hire into it.

THE SEAT / THE CANDIDATE

01 Does this person care about the same problems we care about?

02 Do they bring a point of view, or do they wait to be told what to think?

03 Are they energized by depth, or do they prefer to stay at the surface?

04 Do they hold themselves to a standard, or do they need a manager to impose one?

05 Will their presence raise the temperature of the team, or lower it?

Three-Question Culture Audit

Imagine your organization one year from now, fully operating as a Micro-Mastery business. Picture the team around you. Then answer three questions honestly.

I. THE KEEPERS

Who in your current team would clearly belong in the future Micro-Mastery picture? Name at least three whose standard raises the room.

II. THE MISALIGNED

Who in your current team is unlikely to belong, and why? (Misalignment is a strategic reality, not a character judgment.)

III. THE MISSING

What capabilities are missing entirely? Define the next three hires by the depth of capability the apex demands, not by traditional job titles.
