

THE CAPACITY FRAMEWORK · A FIELD REFERENCE

KNOW YOUR PEOPLE. GROW YOUR PEOPLE.



Five areas. Fourteen dimensions. One scoreboard for the inner game that talent can't show you — and a shared language any leader can use.

01 IDENTITY

The foundation beneath everything you build.

IDENTITY A stable sense of self that doesn't depend on the result.

02 ALIGNMENT

Inner world pointed in one direction.

VALUES Non-negotiables — what a person will and won't trade.

EMOTIONAL MASTERY Steady and responsive under pressure, not reactive.

VISION A picture of where they're going that pulls them forward.

03 CAPACITY

The internal architecture that holds.

CHARACTER Who they are when no one's watching — trust under load.

INFLUENCE The weight their presence and words carry.

RELATIONSHIPS The health and depth of how they connect.

04 EXECUTION

Turning who you are into what you build.

HABITS Small, repeated actions that run without motivation.

SYSTEMS Structures that make good work repeatable, not heroic.

ACCOUNTABILITY Owning outcomes and following through on their word.

PURPOSEFUL WORK Effort aimed at what matters, not just what's busy.

05 LEGACY

What outlasts you.

DESTINY A sense of calling that gives the work a longer arc.

GENERATIONAL FRUIT People and good that outlast them.

IMPACT The real difference their work makes on others.

THE LOOP IT RUNS ON

MEASURE → DEVELOP → PROVE → LEAD

SEE WHERE YOUR PEOPLE STAND — FREE

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