

CLEARWORKS FIELD LIBRARY / WORKING COMPANION

Seven-Pillar Firm Discussion Kit

Compare leadership intent with the experience of the people closest to the work.

COMPANION TO THE MODERN AEC FIRM PLAYBOOK



CLEARWORKS.AI / AEC OPERATING SYSTEMS, WORKFLOW DESIGN & RESPONSIBLE AI



Name the firm as it works today

Complete this separately before discussing it together. Evidence matters more than optimism or frustration.

- [] Circle the closest operating size: Solo 1 / Small 5 / Growing 15 / Established 50 / Large 150
- [] Mark each pillar: strong / usable / friction / unknown
- [] For every answer, name one observable example from current work.

PILLAR	STRONG	USABLE	FRICTION	UNKNOWN	EVIDENCE
Leadership	[]	[]	[]	[]	
Workflow	[]	[]	[]	[]	
Technology	[]	[]	[]	[]	
Knowledge	[]	[]	[]	[]	
Finance	[]	[]	[]	[]	
Positioning	[]	[]	[]	[]	
Growth	[]	[]	[]	[]	

Find the useful disagreement

Compare answers by role and proximity to the work. Do not average away a meaningful gap.

THE LARGEST GAP

Where do leaders and the people closest to the work see the firm differently?

THE SKIPPED FOUNDATION

Read one firm size backward. Which foundation is missing or inconsistent?

THE NEXT BREAK

Read one size forward. What is most likely to fail as the firm grows?

EVIDENCE TO COLLECT

What record, workflow walk-through, metric, or interview would resolve the disagreement?

Make one operating move visible

Select a change small enough to own and meaningful enough to observe.

PILLAR + RECURRING WORK

Which pillar and which specific workflow will you improve?

CURRENT FRICTION

What delay, rework, ambiguity, or leadership burden is visible now?

OWNER + ACCEPTED RESULT

Who owns the change, and what outcome will the team accept as complete?

HUMAN JUDGMENT

What decision or professional responsibility must remain with a qualified person?

30-DAY EVIDENCE

What will you measure or inspect to decide whether the change helped?
