

SELF-SCORED AUDIT

COMPANION TO THE FIELD REPORT

The Stack Self-Audit

200.

Score your 200. Find your band.
Know your next move. Five layers,
forty points each, scored by the
only person who knows the truth
on a bad week — you.

VISION

DATA

PROCESS

HUMAN EXPERIENCE

AI

Foundation to roof. The lowest layer
caps everything above it.

Print it, fill it in, keep what you score. About fifteen minutes, done [BLANKCOLLAR.UNIVERSITY](https://blankcollar.university)
honestly. [THE EXECUTION WING](#)

Five layers. Twenty-five statements. One honest number out of 200.

This is the self-scored companion to the field report. The report measured the industry; this scores **your** organisation, or one function inside it. Work through the five Stack layers in order – Vision, Data, Process, Human Experience, AI – and rate five statements on each.

Rate every statement from **0 to 8**. Zero means it is simply not true. Eight means it is true on a bad week, not just on board day. The trap is generosity: grade the company you run on a Tuesday, not the one in the deck. A layer scores out of 40; five layers make **200**.

Then read the shape, not the total. A 38 on AI sitting on a 12 on Data is not a strong AI capability – **it is a fast hallucination machine, and the real score is the 12**. The lowest layer is your red layer, and it caps everything above it.

THE SCALE, ANCHORED



Shade up to your honest answer, or ring one box. Here: a 3 – true in patches, fails under pressure.

THE ONE RULE

Score the bad week. An audit graded on your best day measures your hopes, not your base.

0

ABSENT

Not true. The layer is missing, or actively works against you.

2

FRAGILE

True for one team, one person, or one good month. Does not hold.

4

PARTIAL

True on a good week. Slips the moment there is pressure.

6

RELIABLE

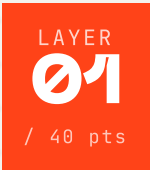
True most of the time, across most of the organisation.

8

BUILT-IN

True on a bad week. A property of the system, not of effort.

■	Vision	The foundation – the sentence that lets a person or an agent decide without asking.	P. 03
■	Data	The fuel – one source of truth, reachable in minutes, not negotiated between tribes.	P. 04
■	Process	The nervous system – the track written down, so it can be run, not just remembered.	P. 05
■	Human Experience	The layer people touch – the company as a product your own staff have to operate.	P. 06
■	AI	The roof – the exponent that multiplies whatever base the four layers below it hand up.	P. 07



Vision

The foundation. One sentence sharp enough that a person – or an agent – can reject a bad project without asking you.

A vision is a machine for making decisions when you are not in the room – and the room is now full of agents. The real test is not whether it inspires. It is whether it can say **no** at two in the morning, unaided.

0 = NOT TRUE
4 = HALF-TRUE, ON A GOOD WEEK
8 = TRUE ON A BAD WEEK

01 One sentence names the single most important problem we solve – and a junior could repeat it without the deck.

If three people give three answers, score it low.

NEVER TRUE · 0 8 · ALWAYS TRUE

02 Our vision names the one thing we will not do to solve it. There is a clear No, not only a yes.

A vision that only says yes is a wish.

NEVER TRUE · 0 8 · ALWAYS TRUE

03 A new hire – or an agent – could use it to reject a bad project at 2 a.m. without escalating to a human.

Machines can execute clarity; they cannot read decoration.

NEVER TRUE · 0 8 · ALWAYS TRUE

04 One number tells us today whether the vision is winning, and everyone can name it.

A vision without a number is a mood.

NEVER TRUE · 0 8 · ALWAYS TRUE

05 Our incentives reward what the vision describes. The bonus plan and the poster do not contradict each other.

When the words and the money disagree, the money wins.

NEVER TRUE · 0 8 · ALWAYS TRUE

Vision subtotal

ADD THE FIVE BOX VALUES · CARRY TO THE TALLY ON P.08

/40

LAYER
02
/ 40 pts

Data

The fuel. One source of truth a person or an agent can reach in minutes – not a tribal economy where the most senior spreadsheet wins.

When there is no single source of truth, there is no truth – only negotiation.
The average knowledge worker loses **58% of the day** to work about work: searching, chasing, and confirming which number is real.

0 = NOT TRUE
4 = HALF-TRUE, ON A GOOD WEEK
8 = TRUE ON A BAD WEEK

01 Every key number has one source of truth. We do not keep three sets of figures that disagree.

Three tribes, three currencies, none convertible – score it low.

NEVER TRUE · 0 8 · ALWAYS TRUE

02 Anyone who needs a fact can reach the real one in minutes, without asking the person who owns the spreadsheet.

Time to truth under a minute is the target.

NEVER TRUE · 0 8 · ALWAYS TRUE

03 No critical number is hostage to one person whose resignation would become a data-deletion event.

You already know the three people you mean.

NEVER TRUE · 0 8 · ALWAYS TRUE

04 Key numbers are not retyped by a human into a cell to be reported. The manual bridges are gone.

Every manual bridge is a point where truth gets bent.

NEVER TRUE · 0 8 · ALWAYS TRUE

05 Our data is clean and structured enough that an agent reading it would return facts, not confident fiction.

Fragmented data in, high-velocity hallucination out.

NEVER TRUE · 0 8 · ALWAYS TRUE

Data subtotal

ADD THE FIVE BOX VALUES · CARRY TO THE TALLY ON P.08

/40

LAYER
03
/ 40 pts

Process

The nervous system. The track the work runs on, written down – so a signal travels from intent to action without a human carrying it by hand.

A process that lives only in a person's head is a habit with good PR. The companies that win do not have less process – they have more, but it lives in code, firing automatically, not in decks nobody reads.

0 = NOT TRUE
4 = HALF-TRUE, ON A GOOD WEEK
8 = TRUE ON A BAD WEEK

01 Our core processes are written down – input, action, output – not held in one person's memory.

You cannot automate a mess, a vibe, or a habit.

NEVER TRUE · 0 8 · ALWAYS TRUE

02 We have stripped the ghost steps: every step survives a relentless five-whys, or it is gone.

A 57-step approval is often three real steps wearing 54 ghosts.

NEVER TRUE · 0 8 · ALWAYS TRUE

03 Finishing one step triggers the next. No human chases the work from desk to desk.

Passive documents replaced by active handoffs.

NEVER TRUE · 0 8 · ALWAYS TRUE

04 We do not run recurring status meetings to find out where things stand – the system already shows it.

A status meeting is the fever; the missing process is the disease.

NEVER TRUE · 0 8 · ALWAYS TRUE

05 A newcomer could follow a documented process and produce the right output in their first week.

If it cannot be handed over, it is a ritual, not a process.

NEVER TRUE · 0 8 · ALWAYS TRUE

Process subtotal

ADD THE FIVE BOX VALUES · CARRY TO THE TALLY ON P.08

/40



Human Experience

The layer people touch. Your company is a product your people operate every day. The org chart, the tools, the approvals are its interface – intuitive or hostile.

Friction between people is usually a design problem misfiled as a people problem. You cannot yoga your way out of a hostile workflow – and most conflict is not about values, it is about ambiguity.

0 = NOT TRUE
4 = HALF-TRUE, ON A GOOD WEEK
8 = TRUE ON A BAD WEEK

01 Our people spend their energy on the work, not on fighting the tools and approvals meant to help them.

Good people in a bad interface become the worst version of themselves.

NEVER TRUE · 0 8 · ALWAYS TRUE

02 The right thing is the easiest thing. The collaborative, transparent path has the least friction.

People follow the path of least resistance – design the gradient.

NEVER TRUE · 0 8 · ALWAYS TRUE

03 When someone needs a fact to do their job, they find it in under a minute. Time to truth is low.

Transparency is the great de-escalator.

NEVER TRUE · 0 8 · ALWAYS TRUE

04 A normal morning starts with little friction – few logins, few app switches before real work begins.

Count the first sixty minutes; every login above target is a tax.

NEVER TRUE · 0 8 · ALWAYS TRUE

05 A human stays in the loop where the brand lives. Accountability is not delegated to a tool.

Air Canada owned what its agent said the hard way.

NEVER TRUE · 0 8 · ALWAYS TRUE

Human Experience subtotal

ADD THE FIVE BOX VALUES · CARRY TO THE TALLY ON P.08

/40

LAYER
05
/ 40 pts

AI

The roof – the exponent. Not a fifth box. The layer that multiplies whatever base the four layers below hand up – and carries the base's sign.

Two to the tenth is 1,024; one-half to the tenth is almost nothing. Same exponent, opposite outcome, decided by the base. The losers ask how to add AI. The winners ask what they would build if labour cost almost nothing.

0 = NOT TRUE
4 = HALF-TRUE, ON A GOOD WEEK
8 = TRUE ON A BAD WEEK

01 We applied AI in order – augment, then automate, then agentic – not by dropping agents onto unmapped processes.

Start at phase three on dirty data and you buy a fast way to be wrong.

NEVER TRUE · 0 8 · ALWAYS TRUE

02 We own the everyday cognition we depend on, and rent the frontier only for the rare hard problem.

A frontier API to classify tickets is a Formula One engine for the shops.

NEVER TRUE · 0 8 · ALWAYS TRUE

03 Every agent is scored against an eval – a graded test – before production, and again when we swap models.

You cannot safely transform what you have not measured.

NEVER TRUE · 0 8 · ALWAYS TRUE

04 Freed hours are redeployed into judgment and new work, not quietly booked as a smaller payroll.

IBM automated ~94% of routine HR tasks and total employment rose.

NEVER TRUE · 0 8 · ALWAYS TRUE

05 The vision and the No are programmed into the agents, and a human can catch the moment one wanders off the frontier.

We refuse the black box where confident wrongness lives.

NEVER TRUE · 0 8 · ALWAYS TRUE

AI subtotal

ADD THE FIVE BOX VALUES · CARRY TO THE TALLY ON P.08

/40

Add the five subtotals. Read the band. Then write the one move.

CARRY YOUR FIVE /40 SUBTOTALS

<input type="checkbox"/>	Vision	<input type="text"/>	/40
<input type="checkbox"/>	Data	<input type="text"/>	/40
<input type="checkbox"/>	Process	<input type="text"/>	/40
<input type="checkbox"/>	Human Exp.	<input type="text"/>	/40
<input type="checkbox"/>	AI	<input type="text"/>	/40
<hr/>			
<input type="checkbox"/>	Your Stack	TOTAL	/200

The total places your band. The lowest single layer is your red layer – the one that caps the rest.

PLOT YOUR 200 ON THE METER



<p>40–99 The 95%</p> <p>Zero on the P&L. You are a pink square. Stop funding the roof and repair the foundation – a stronger model here only speeds the loss.</p>	<p>100–139 Fragile</p> <p>A base that holds on a good week and slips on a bad one. One shock from sliding back. Stabilise before you scale.</p>
<p>140–169 A contender</p> <p>A real base above one. Find and fix the single layer dragging the rest, and the exponent starts to pay.</p>	<p>170–200 The 5%</p> <p>Compounding. The roof is multiplying a base worth multiplying. Your only real risk now is complacency.</p>

<p>FROM THE TALLY</p> <p>Your red layer</p>	<hr/> <hr/>
<p>THE 30-DAY MOVE</p> <p>One next move</p>	<hr/> <hr/>

Run the red layer’s move, re-score in ninety days, and you have a method you can run again. Want it scored for you in five minutes? Run The Index – the twenty-question read.

<p>RUN THE EQUATION · THE INDEX</p>	<p>BOOK A TRAINING · /BOOK</p>
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