PRE-DECIDED RESPONSES

WHY THIS PLAY

You know exactly who the conversation needs to happen with. You've known for months. The standard is real. The problem isn't that you can't see it. It's that the decision keeps getting made in the moment, under pressure, when the easy thing wins. This play takes the decision out of the moment and puts it where it belongs: before the pressure hits.

THE CONCEPT: DECIDE NOW

The hardest leadership moments aren't the ones you plan for. They're the ones that ambush you. A pre-decided response takes the choice out of the heat and settles it in advance. You write down the situations that test you, and you decide right now what you'll do. When the moment comes, you're not negotiating with yourself and hoping you hold the line. You already know your answer, and you run it.

THE STEPS

1. **Pick one standard that's being violated right now.** Name the person it's with. You already know who.
2. **Have one conversation about the standard this week.** Not a confrontation. "Here's what I expect. Here's what I'm seeing. Here's what needs to change."
3. **List the situations that keep ambushing you.** The moments you flinch: a missed commitment, pushback on the standard, the urge to let it slide one more time.
4. **Decide each response now, in one line, before the pressure hits.** Trigger on the left, the response you'll run on the right.
5. **Say them out loud so they're real.** When the moment comes, you run the pre-decided response instead of talking yourself out of it.

SAMPLE PRE-DECIDED RESPONSES

When someone misses a commitment → I address it within 24 hours, face to face.

When I disagree with a decision in a meeting → I say it in the room, not in the hallway afterward.

When someone pushes back on the standard → I hold the line without raising my voice or backing down.

FIRST WIN: THE NEXT 7 DAYS

Have the one conversation this week, and write your first five Pre-Decided Responses. The next time one of those situations hits, you won't flinch. You'll already know your answer.

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THIS WEEK'S CONVERSATION

One standard. One person. Decide the three lines before you walk in.

FIELD	YOUR ANSWER
The standard being violated	
The person	
What I'll say	

YOUR PRE-DECIDED RESPONSES

The situations that test you, and the response you'll run before the pressure hits. Fill it once, run it every time.

WHEN THIS HAPPENS (THE TRIGGER)	MY PRE-DECIDED RESPONSE

That's one rep. Want your whole team holding the standard? **The Reps** installs the full FOSS Method in your company, step by step: your team owns their work and you get your time back. mattfoss.com/reps →

Not sure this is your play? Take the free 5-minute Score: mattfoss.com/score →

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