

STAGE 3 CALIBRATION DRILLS

PURPOSE

These drills develop fluency in determining whether an existing commitment should be maintained, increased, reduced, temporarily adjusted, structurally recalibrated, or investigated further.

The trainee should already understand the principles introduced in Workbook 3B.

The purpose here is repeated application.

The central question is:

What does the performance history actually justify changing?

Calibration errors commonly occur when the Accountabili-Buddy:

overreacts to one miss;

ignores repeated evidence;

uses aspiration instead of demonstrated capacity;

mistakes exceptional performance for baseline capacity;

treats every reduction as leniency;

treats every increase as progress;

ignores sustainability;

allows minimum commitments to become permanent defaults;

confuses avoidance with poor calibration;

evaluates commitments independently instead of considering the client's total load.

The trainee must learn to use performance data without becoming mechanistic.

Historical performance matters.

It does not determine the answer by itself.

DRILL SET 1 — MAINTAIN, INCREASE, REDUCE, OR INVESTIGATE

Choose:

A. Maintain B. Increase C. Reduce D. Investigate before changing

1.

Target: 3 workouts

Results over eight weeks:

3, 3, 3, 3, 3, 3, 3, 3

Client reports the commitment remains appropriately challenging and serves the goal.

Answer:

2.

Target: 3 workouts

Results over eight weeks:

3, 3, 3, 3, 3, 3, 3, 3

Client reports the commitment is now easy and wants continued progressive training.

Answer:

3.

Target: 6 study sessions

Results:

2, 3, 2, 2, 3, 2

Answer:

4.

Target: 4 workouts

Results:

4, 4, 4, 4, 1

The final week included a major temporary work emergency.

Answer:

5.

Target: 5 writing sessions

Client completes all five but sleeps four hours nightly to do so.

Answer:

6.

Target: 4 workouts

One miss after six successful months.

Client wants to reduce to one.

Answer:

7.

Target: 5 sessions

Only two realistic periods exist.

Results:

1, 2, 2, 1, 2

Answer:

8.

Target: 5 sessions

Client completes five easily for three months.

Goal is long-term maintenance at five.

Answer:

DRILL SET 2 — INTERPRET THE HISTORY

For each history, state what the evidence supports and what it does not yet prove.

9.

Target: 4

Results:

4, 4, 3, 4, 4, 4

Supports:

Does not prove:

10.

Target: 7

Results:

2, 3, 2, 3, 2, 3

Supports:

Does not prove:

11.

Target: 3

Results:

3, 3, 3, 3, 3

Supports:

Does not prove:

12.

Target: 5

Results:

5, 5, 1

Supports:

Additional information needed:

13.

Target: 2

Results:

2, 2, 2, 2, 2

Historical capacity:

Five.

What should be examined?

DRILL SET 3 — ISOLATED EVENT OR CALIBRATION SIGNAL?

Choose:

A. Mostly isolated evidence B. Calibration review justified C. Insufficient history

14.

One poor week after 14 successful weeks.

Answer:

15.

Six consecutive weeks at roughly half the target.

Answer:

16.

Two poor weeks after a permanent schedule change.

Answer:

17.

One unusually high-output week.

Answer:

18.

Eight stable weeks at the same level.

Answer:

19.

Three repeated misses under the same unchanged conditions.

Answer:

20.

First week of a new behavior.

Answer:

DRILL SET 4 — CHRONIC OVERCOMMITMENT

Classify:

Supported / Not Supported / Uncertain

21.

Client commits to seven study sessions weekly.

Results for six weeks:

2, 3, 2, 3, 2, 2.

Answer:

Why?

22.

Client commits to five workouts and completes five for nine weeks, then one during illness.

Answer:

Why?

23.

Client commits to 12,000 words each weekend and produces 2,500–3,500 despite substantial effort.

Answer:

Why?

24.

Client commits to three sales calls and repeatedly does none despite sufficient time.

Answer:

Why?

25.

Why does repeated non-completion not automatically establish overcommitment?

DRILL SET 5 — PROTECTIVE UNDERCOMMITMENT

Classify:

A. Strategic reduction B. Protective undercommitment C. Insufficient evidence

26.

Historical performance:

Four workouts weekly.

Proposed commitment:

One.

No disruption exists.

Client says:

"I know I can complete one."

Answer:

27.

Historical performance:

Four workouts.

Client is returning from a temporary medical interruption and has been advised to resume gradually.

Proposed commitment:

One short session.

Answer:

28.

Client normally submits four applications weekly.

After one poor week:

"I want to commit to one every two weeks so I stop missing."

Answer:

29.

Client returns after a two-month family disruption and uses one study session as a one-week re-entry commitment.

Answer:

30.

What evidence distinguishes strategic reduction from safety-seeking reduction?

DRILL SET 6 — BASELINE, MINIMUM, OR STRETCH?

Choose:

A. Baseline B. Minimum C. Stretch

31.

"Three is what I am accountable for."

Answer:

32.

"On travel weeks, I will still complete at least one."

Answer:

33.

"If everything goes well, I would like five."

Answer:

34.

Client completes baseline but not stretch.

Was the commitment completed?

35.

Client completes only the minimum during an ordinary week.

Should that automatically count as full baseline completion?

Why?

DRILL SET 7 — TEMPORARY OR STRUCTURAL CHANGE?

Choose:

A. Temporary adjustment B. Structural recalibration C. Investigate

36.

Two-week caregiving emergency.

Answer:

37.

Permanent change from part-time to full-time work.

Answer:

38.

One week of travel.

Answer:

39.

Client becomes long-term primary caregiver.

Answer:

40.

Client says:

"I have been more tired lately."

No other information.

Answer:

41.

Why should temporary reductions have explicit review points?

DRILL SET 8 — TEMPORARY ADJUSTMENT

42.

Normal baseline:

Four study sessions.

For two weeks, realistic capacity:

One session.

Design the temporary commitment:

43.

What should be recorded about the change?

44.

What should happen when the disruption ends?

45.

What error occurs if one automatically becomes the permanent baseline?

DRILL SET 9 — STRUCTURAL RECALIBRATION

46.

Old baseline:

Five workouts.

New permanent schedule allows three.

What is the likely calibration direction?

47.

Client says:

"But five is what I used to do."

Write the response:

48.

Why is past capacity relevant but not controlling?

DRILL SET 10 — PARTIAL COMPLETION

49.

Target:

Five.

Result:

Three.

What is known?

What remains unknown?

50.

Results over six weeks:

3, 3, 2, 3, 3, 2 against a target of five.

What becomes relevant?

51.

Client says:

"Three must be my maximum."

Is that established?

Why?

52.

Give four alternative explanations for repeated three-of-five performance.

1.

2.

3.

4.

DRILL SET 11 — REPEATED RECOMMITMENT

53.

Week 1:

Target five.

Result two.

Client:

"Five again."

Is this necessarily poor judgment?

Why?

54.

Week 5:

Results:

2, 2, 3, 2, 2.

Client:

"Five again."

What has changed?

55.

What question now needs to be answered?

56.

Why can recommitment become a way of avoiding calibration?

DRILL SET 12 — SAME TARGET, SOMETHING MUST CHANGE

For each case, state what should change before another identical commitment is accepted.

57.

Problem:

No protected time.

Change:

58.

Problem:

Commitment exceeds available capacity.

Change:

59.

Problem:

Task-specific avoidance.

Change:

60.

Problem:

Missing expertise.

Change:

61.

Problem:

Goal no longer valued.

Change:

62.

Problem:

First isolated miss with no clear mechanism.

Change:

DRILL SET 13 — SUCCESS: INCREASE OR MAINTAIN?

Choose:

A. Maintain B. Increase C. Investigate before changing

63.

Client completes three workouts for the first time after several inconsistent weeks.

Answer:

64.

Client completes three for 10 weeks. Three still requires meaningful effort.

Answer:

65.

Client completes three easily for 10 weeks and needs progression to advance the goal.

Answer:

66.

Client completes six during one unusually light week but normally completes three.

Answer:

67.

Client completes three easily, has substantial unused capacity, and current commitment produces little progress.

Answer:

DRILL SET 14 — WHEN MAINTENANCE IS CORRECT

68.

Client's goal is stable long-term exercise.

Three sessions have been maintained for six months.

Client does not want progression.

What should happen?

69.

Why is maintenance not stagnation?

70.

List three situations where maintaining is preferable to increasing.

1.

2.

3.

71.

What bias can push Accountabili-Buddies to increase commitments unnecessarily?

DRILL SET 15 — SUCCESSFUL RESULT, BAD PROCESS

72.

Client completes five study sessions by losing substantial sleep.

Did the client complete the commitment?

Should the commitment automatically remain unchanged?

Why?

73.

Client reaches weekly writing target through a 12-hour Sunday sprint every week.

What should be examined?

74.

Client completes all business commitments only by dropping another stated top priority.

What does this suggest?

75.

Why should sustainability be evaluated independently from completion?

DRILL SET 16 — THEORETICAL VS. COMMITTED CAPACITY

76.

Client has four open evenings but is only willing to protect two.

Is four automatically the correct commitment?

Why?

77.
Define theoretical capacity.

78.
Define committed capacity.

79.
Why should empty calendar space not be treated as the only measure of capacity?

DRILL SET 17 — “I COULD IF I REALLY PUSHED”

80.
Client normally completes three.

Client:
“I could do six if I really pushed.”

What should the Accountabili-Buddy examine?

81.
Why is maximum effort a weak baseline?

82.
What evidence better supports sustainable calibration?

DRILL SET 18 — “I SHOULD BE ABLE TO”

83.
Client:
“I should be able to exercise every day.”

Historical sustainable pattern:
Three times weekly.

What is the calibration distortion?

84.

Write the response:

85.

Why does “should” often require examination?

DRILL SET 19 — MAXIMUM PERFORMANCE VS. BASELINE

86.

Client once wrote 9,000 words during an emergency deadline weekend.

Normal output:

2,500–3,000.

Proposed new baseline:

9,000.

Assessment:

87.

What evidence should carry more weight?

88.

When could unusually high performance legitimately support progression?

DRILL SET 20 — AVERAGE PERFORMANCE

89.

Average workout completion:

Three.

Does the next commitment have to equal three?

Why?

90.
What factors besides average performance should influence calibration?

DRILL SET 21 — COMMITMENTS ACROSS MULTIPLE GOALS

Client has six discretionary hours.
Proposed weekly commitments require:
Fitness: 3 hours Business: 4 hours Certification: 3 hours

91.
Are the commitments individually possible?

92.
Is the complete set possible?

93.
What is the calibration problem?

94.
What should happen?

DRILL SET 22 — TOTAL SYSTEM CALIBRATION

95.
Why should commitments not be calibrated independently?

96.
What should the Accountabili-Buddy consider across the client's entire active commitment system?

97.
What may happen if every goal is assigned its individually “ideal” commitment?

DRILL SET 23 — STABLE SUCCESS AND COMMITMENT REVIEW

98.
Client has completed the same commitment independently for four months.
The commitment still serves the goal and remains appropriately challenging.
What calibration question becomes relevant?

99.
What evidence would support maintaining the current commitment?

100.
What evidence would support increasing or otherwise redesigning the commitment?

DRILL SET 24 — COMMITMENT OWNERSHIP DURING CALIBRATION

101.
Evidence suggests a commitment of three is sustainable and appropriately challenging.
The client says, “Just tell me what number I have to do.” What should the Accountabili-Buddy do?

102.

Why must the client make the final commitment decision even when the Accountabili-Buddy recommends a different level?

103.

How can the Accountabili-Buddy challenge a poorly calibrated choice without taking ownership of the commitment?

DRILL SET 25 — RE-ENTRY AFTER DISRUPTION

104.

Client has been inactive for two months because of a major disruption.

Old baseline:

Four study sessions.

Should four resume immediately?

Why?

105.

What structure may be better?

106.

How should the re-entry commitment be reviewed?

DRILL SET 26 — RE-ENTRY BECOMES UNDERCOMMITMENT

107.

Temporary re-entry:

One session.

After one week:

Appropriate?

108.

After eight normal weeks:

Still one session despite ample capacity and a goal requiring more.

What concern arises?

109.

What should happen?

DRILL SET 27 — CALIBRATING A NEW BEHAVIOR

110.

No performance history exists.

How should the initial commitment be chosen?

111.

Why can the initial commitment be treated partly as an experiment?

112.

What should happen after two or three accountability periods?

DRILL SET 28 — CALIBRATING A KNOWN BEHAVIOR

113.

Six months of performance history exists.

How should that influence calibration?

114.

What error occurs if the Accountabili-Buddy ignores stable history because the client feels newly ambitious?

DRILL SET 29 — BASELINE + STRETCH RESULTS

Baseline:

Three workouts.

Stretch:

Five.

Classify each result.

115.

Result:

Classification:

116.

Result:

Classification:

117.

Result:

Classification:

118.

Result:

Classification:

119.

Why does this distinction matter?

DRILL SET 30 — STRETCH TARGET BECOMES HIDDEN BASELINE

120.

Client says:

“Three is the official commitment, but if I do not do five I failed.”

What problem exists?

121.

What should be clarified before the week begins?

122.

Write the response:

DRILL SET 31 — MINIMUM BECOMES THE DEFAULT

Baseline:

Three.

Minimum during disruption:

One.

Client completes one every normal week for six weeks.

123.

What should the Accountabili-Buddy conclude?

124.

What should be investigated?

125.

Why should the minimum not quietly replace the baseline?

DRILL SET 32 — REDUCTION OR AVOIDANCE?

126.

Client repeatedly avoids four outreach contacts.

Proposes reducing to one.

What must be established?

127.

If actual capacity supports three but one feels emotionally safer, what might a better commitment be?

128.

Why can recalibration and avoidance coexist?

DRILL SET 33 — PERFECTIONISM AND FALSE CALIBRATION

129.

Client repeatedly misses a 1,000-word target because every paragraph receives excessive revision.

Client proposes reducing to 250 words.

What should be examined first?

130.

Why may reducing the target to 250 words fail to address the mechanism?

131.

What adjustment may better fit?

DRILL SET 34 — SUCCESS THEN RAPID ESCALATION

132.

Client completes three workouts once.

Client:

"I want six next week."

What should the Accountabili-Buddy ask?

133.

What evidence supports escalation?

134.

What evidence supports maintaining three?

DRILL SET 35 — MISS THEN RAPID REDUCTION

135.

Client completes one of four.

Client:

"Make it one."

What should happen first?

136.

What evidence would support reducing?

137.

What evidence would support maintaining four?

DRILL SET 36 — RAPID CALIBRATION JUDGMENT

Choose:

MAINTAIN / INCREASE / REDUCE / TEMPORARILY ADJUST / INVESTIGATE

138.

Eight stable successful weeks at a meaningful level.

Answer:

139.

Eight stable successful weeks at a trivially easy level with unused capacity.

Answer:

140.

One poor week during illness.

Answer:

141.

Six poor weeks at half the target.

Answer:

142.

Permanent schedule change reduces capacity.

Answer:

143.

Temporary two-week family crisis.

Answer:

144.

Success achieved through repeated sleep deprivation.

Answer:

145.

Client asks to reduce because the action feels uncomfortable.

Answer:

146.

Client asks to increase after one unusually productive week.

Answer:

147.

Client has no performance history.

Answer:

DRILL SET 37 — CALIBRATION RESPONSE WRITING

Write the response you would actually send.

148.

History:

Target 5.

Results:

2, 2, 3, 2, 2.

Client:

"Five again."

Response:

149.

History:

Target 4.

Results:

4, 4, 4, 4, 1.

Final week involved a major emergency.

Client:

"Four is clearly too much."

Response:

150.

History:

Target 3.

Results:

3 for 10 weeks.

Client says three is now easy and wants more progress.

Response:

151.

History:

Target 5.

Client completes five only by losing sleep every week.

Client:

"See? Five works."

Response:

152.

Historical capacity:

Four.

Client proposes one.

Client:

"I know I can complete one."

Response:

DRILL SET 38 — CLIENT REJECTS THE EVIDENCE

153.

Evidence supports three.

Client:

"I still choose five."

Write the response:

154.

Evidence supports maintaining three.

Client:

"I want one after this bad week."

Write the response:

155.

Evidence suggests current target is too easy.

Client:

"I like having a perfect completion record."

Write the response:

DRILL SET 39 — CALIBRATION EXPERIMENTS

156.

Uncertainty:

Three or four workouts may be sustainable.

Design a two-week calibration test.

157.

What data should be tracked?

158.

How should the results be interpreted?

159.

Why can a short experiment be more useful than debating theoretical capacity?

DRILL SET 40 — SAME RESULT, DIFFERENT CALIBRATION DECISION

Result:

Two of five.

Choose the appropriate next move in each case.

160.

Case A:

Only two sessions could realistically fit.

Next move:

161.

Case B:

Five fit easily, but client avoided three.

Next move:

162.

Case C:

One-time emergency disrupted three sessions.

Next move:

163.

Case D:

This same result has occurred for seven weeks and cause remains unclear.

Next move:

164.

What principle does this drill demonstrate?

DRILL SET 41 — OVERCOMMITMENT CASE

Client Goal:

Complete a certification.

Target:

Six study sessions.

Six-week results:

2, 3, 2, 3, 2, 2.

Client:

"I am capable of six. I need stronger accountability."

165.

What does the history support?

166.

What remains unknown?

167.
What information should be gathered before changing the target?

NEW INFORMATION
Three reliable periods exist.
A fourth is sometimes possible.
Six consistently requires sacrificing sleep or family time.

168.
Calibration assessment:

169.
Write the response:

Client:
"Six is what serious people do."

170.
What distortion is present?

171.
Write the response:

Client selects:
Baseline: 3 Stretch: 4

172.
Does this fit the evidence?

Why?

DRILL SET 42 — UNDERCOMMITMENT CASE

Client Goal:

Find a new job.

Demonstrated capacity:

Three to four high-quality applications weekly.

Proposed commitment:

One application every two weeks.

Client:

"I know I can hit it."

173.

What calibration concern exists?

174.

What should be investigated?

175.

Write the response:

Client:

"I am choosing something tiny because I do not want another miss."

176.

What mechanism is clearer?

177.

What should the Accountabili-Buddy recommend?

DRILL SET 43 — TEMPORARY CAPACITY CASE

Normal baseline:

Four workouts.

Next three weeks:

Client will provide postoperative care for a family member.

Realistic capacity:

One or two.

178.

What type of adjustment fits?

179.

Should baseline history be erased?

180.

What should be scheduled after three weeks?

181.

Write the response:

DRILL SET 44 — SUCCESSFUL BUT UNSUSTAINABLE CASE

Client Goal:

Complete business plan.

Commitment:

Two major sections weekly.

Results:

Completed for four consecutive weeks.

Process:

All work occurs Sunday night between 8 p.m. and 3 a.m.

182.

Is the commitment being met?

183.

Does that establish good calibration?

184.

What issues need to be separated?

185.

Write the response:

DRILL SET 45 — PROGRESSION CASE

Client Goal:

Improve cardiovascular fitness.

Baseline:

Three training sessions.

History:

12 weeks fully completed.

Client reports:

adequate recovery;

current sessions are manageable;

goal requires further progression;

client wants greater challenge.

186.

Is progression supported?

187.

What should determine the size of progression?

188.

What should the Accountabili-Buddy avoid?

DRILL SET 46 — MAINTENANCE CASE

Client Goal:

Maintain regular exercise.

Commitment:

Three sessions weekly.

History:

Six months fully stable.

Client:

"This is exactly the level I want indefinitely."

189.

Calibration decision:

190.

Why?

191.

What secondary issue could now be considered?

DRILL SET 47 — WHOLE-SYSTEM CALIBRATION CASE

Client wants all of the following:

Fitness: 4 hours/week Business: 5 hours/week Certification: 4 hours/week Spanish: 3 hours/week

Available discretionary time:

10 hours/week.

192.

What is the system-level issue?

193.

Why is evaluating each goal separately inadequate?

194.

What should happen before the commitments are finalized?

195.

What could the Accountabili-Buddy ask?

DRILL SET 48 — CALIBRATION WITH AVOIDANCE

Client Goal:

Build freelance business.

Original target:

Five prospect contacts.

Results:

1, 2, 1, 2.

Client:

"Five is too much. I want one."

196.

What does the history suggest?

197.

Does it prove one is the right target?

Why?

NEW INFORMATION

Client has time for three quality contacts.

Five would require rushed outreach.

198.

What appears better calibrated?

Client:

"One still feels better because then I know I can definitely complete it."

199.

What secondary issue appears?

200.

What structure might fit?

201.

Write the response:

Baseline selected:

Three.

Stretch:

Five.

Next three weeks:

3, 3, 4.

202.

What does the evidence suggest?

203.

Should baseline automatically become four?

Why?

204.

What should guide the next decision?

DRILL SET 49 — CALIBRATION WITH PERFECTIONISM

Client Goal:

Write 1,000 words weekly.

Results:

300, 400, 250, 350.

Client spends substantial time revising every sentence.

Client:

"I think 1,000 is unrealistic. Let's make it 300."

205.

Is 1,000 clearly unrealistic?

206.

What mechanism could be distorting the apparent capacity?

207.

Why may reducing to 300 be a poor first adjustment?

208.

What intervention should be tested?

209.

What would the next week teach?

DRILL SET 50 — FINAL CALIBRATION CHALLENGE

Client Goal:

Grow a service business.

Original weekly commitment:

Six prospect contacts.

Eight-week history:

2, 3, 2, 3, 2, 3, 2, 3.

Client says:

“I keep missing six. I think I should drop to one.”

210.

What does the pattern establish?

211.

What does it not establish?

212.

What information should be gathered?

NEW INFORMATION

Client has approximately three high-quality outreach windows per week.

Four is sometimes possible.

Six would generally require low-quality rushed contacts.

213.

What baseline does the evidence currently support?

214.

What possible stretch target could be considered?

215.

Is one supported?

Why?

Client:

"One is mostly me trying to protect myself from another miss."

216.

What does this reveal?

217.

Write the response:

Client chooses:

Baseline: three Stretch: four

Next four weeks:

3, 4, 3, 4.

218.

How should the baseline be evaluated now?

219.

Is an increase automatically required?

Why?

220.

What questions should guide the next calibration decision?

STAGE 3 CALIBRATION DRILL REVIEW

Review errors by category.

Overreaction to isolated miss

Ignoring repeated evidence

Chronic overcommitment

Protective undercommitment

Temporary vs. structural capacity

Baseline/minimum/stretch confusion

Automatic escalation after success

Automatic reduction after a miss

Not examining sustainability

Use of exceptional performance as baseline

Use of "should" instead of evidence

Not considering whole-system capacity

Not distinguishing calibration from avoidance

Not distinguishing calibration from perfectionism

Not recognizing maintenance as valid

Not recognizing progression when supported

STAGE 3 CALIBRATION PERFORMANCE STANDARD

A competent trainee should be able to look at a commitment history and resist two equally common errors:

"They missed, so make it easier."

and

"They missed, so make them try harder."

Neither response is calibration.

Calibration requires the trainee to determine what the evidence actually says about:

capacity;

sustainability;

historical performance;

current circumstances;

total commitment load;

goal importance;

willingness to allocate resources;

avoidance;

execution structure;

and meaningful progress.

The trainee should understand that a commitment may be:

achievable but unsustainable;

sustainable but too small;

difficult but well calibrated;

frequently missed for reasons unrelated to calibration;

temporarily inappropriate but structurally sound;

or

historically appropriate but no longer realistic under changed conditions.

The governing professional question is:

“What level of commitment does the evidence support now, and what would justify changing that level?”

END OF STAGE 3 — CALIBRATION DRILLS