

SIGNAL PROFILE

THE PART THAT DOESN'T FIT · WIRING SERIES

Your Signal Diagnostic

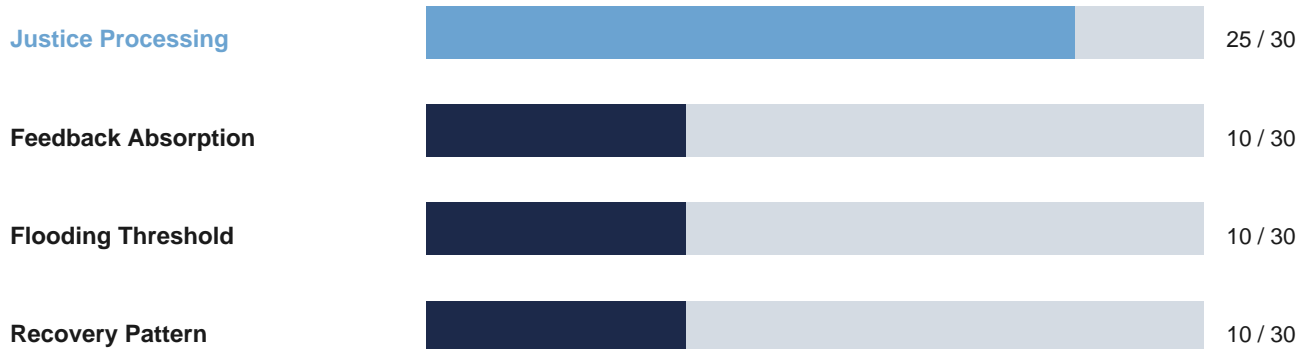
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YOUR SIGNAL PROFILE

The four categories of your assessment, scored side by side. The loudest one — the category where the data clusters highest — is highlighted.



Each category is scored from 0 to 30, with 30 being loudest. Total possible: 120.

YOUR PROFILE

Your total comes in at 55 out of 120 — moderate intensity overall, but that number hides what is actually happening. One category is doing almost all the work. Justice Processing sits at 25 out of 30, very high, while your other three categories cluster together at 10 each. That is not a balanced spread. That is one loud signal and three quiet ones.

What this tells me is that your system runs efficiently most of the time. Feedback lands and clears at a reasonable pace. Your capacity holds under normal load. You recover when things settle. The place where your wiring spikes is around fairness — detecting it, holding it, and building a story about it that stays running long after the moment has passed.

Because the other three scores are moderate, they do not pile onto the justice signal the way they would in a higher-intensity profile. That is actually good news. It means the fairness pattern is not getting amplified by a system already running near capacity. It runs mostly on its own.

For how you experience professional life, this means most situations are manageable — and then something lands as unfair, and your attention locks onto it. The cost is not spread across your week. It is concentrated in specific moments, and those moments take far more from you than they appear to from the outside.

YOUR LOUDEST PATTERN: JUSTICE PROCESSING

At 25 out of 30, fairness is not something you notice and move past. It is something your system flags fast, holds onto, and builds a narrative around. Chapter 2, The Villain in the Room, describes exactly this — the moment where one person or one decision gets cast as the source of the wrong, and your attention organizes itself around that. The detection is fast and usually accurate. The holding is where the cost lives.

What this looks like at work: a decision gets made that bypasses a fair process, and you cannot let it go. You replay the meeting. You construct the case. You notice who benefited and who got skipped, and you carry that forward into how you read that person next time. The narrative does not just stay — it shapes future interactions.

With your other categories at 10, this pattern is not fueled by flooding or slow recovery. It runs clean and alone, which is why it is so persistent. You are not overwhelmed when it fires. You are locked in, focused, certain — and that certainty is harder to interrupt than overwhelm would be.

You have probably tried to let things go. Tried to tell yourself it does not matter, to move on, to be the bigger person. Those fixes aimed at the behavior — the dwelling — not at the wiring underneath, which is a system built to detect and hold unfairness with unusual force. That is why they did not hold.

WHERE THE COST CONCENTRATES

Your loudest pattern and your most expensive pattern are the same thing. There is no second category competing for the cost. Everything Justice Processing takes from you, it takes directly — there is no buffer absorbing part of it.

This cost shows up in specific places. In meetings where a decision lands as unfair, your attention leaves the agenda and goes to the case you are building. In email, where you draft and redraft a response to something that crossed a line, spending an hour on three sentences. In how you read a colleague who you decided, weeks ago, was the villain in a particular room — and how that read keeps coloring work that has nothing to do with the original event.

Over time, this compounds in one specific way. The narratives accumulate. Each unfair moment gets filed, and the file shapes how you show up to the next interaction with that person or that system. The energy is not the dwelling itself — it is carrying the running ledger. While you are tracking who got skipped and who benefited, someone less invested in the fairness of it is getting the next opportunity, because they spent that energy on the work instead of the case.

WHAT OTHERS SEE

From the outside, you probably read as steady. Your feedback absorption, flooding, and recovery scores all sit at moderate, which means you do not visibly come apart, you do not melt down under load, and you bounce back when things settle. People see someone composed. Reliable. Hard to rattle.

What they do not see is the ledger running underneath. They do not see the meeting you replayed for three days because a decision skipped a step it should have followed. They do not see that you have already decided, quietly, who in the room is operating in bad faith — and that this decision is shaping how you respond to them in ways no one can trace.

The widest gap is in Justice Processing. To others, you let it go. Internally, it is filed and active. The cost of that gap is that the people around you may not understand why a particular decision lands so hard for you, or why your stance toward a colleague shifted — because the work that produced that shift is entirely invisible.

WHAT TO DO WITH THIS

These are tied to your specific scores, not to general advice. The first one matters most — it targets the pattern doing nearly all the work in your profile. The other three are lighter-touch, because your other categories are running at a manageable level.

JUSTICE PROCESSING — CH 2: THE VILLAIN IN THE ROOM

This week, when something lands as unfair, write down the fact of what happened separately from your story about who caused it. The fact is one line. The villain narrative is everything else. Notice how much of what you are carrying is the second part, and notice whether the first part actually requires action or just got attached to a story that does not.

FEEDBACK ABSORPTION — CH 3: THE STING OF THE SMALL THING

Your feedback pattern is moderate, so this is maintenance, not repair. When a piece of critical feedback lands this week, note the time it arrived and the time it stopped being at full volume. You will likely see it clears within a normal window — confirm that, so you know this is not where your energy is going.

FLOODING THRESHOLD — CH 14: THE DAY THE FLOOR DISAPPEARED

Your capacity holds under normal load. This week, just notice the one or two moments where load spikes — back-to-back conflict, a deadline collision — and note whether your footing held. At a 10, it likely does. The point is to confirm your threshold so you stop bracing for a flood that is not coming.

RECOVERY PATTERN — CH 14: THE DAY THE FLOOR DISAPPEARED

Recovery is working for you at a moderate level. This week, after any hard moment, track how long until you feel like yourself again. You will probably find it is reasonable. Knowing your actual recovery time lets you plan around it instead of assuming the worst.

THE FIRST 30 DAYS

WEEK 1

Week 1 is observation only. You are watching the fairness pattern fire before you try to change anything. Because your other three categories are moderate, most of your attention goes to one place — when and how unfairness locks in your focus.

- Each time something lands as unfair, write the time, what happened in one line, and who you cast as responsible. Note how long your attention stayed on it and whether you built a case in your head. Do this for five days without changing anything.
- Track feedback this week. When critical feedback arrives, note when it landed and when it stopped being loud. You are confirming this is not a major cost center — just gathering the baseline so you know where your energy is not going.
- On the justice moments, note one more thing: did the unfairness require action, or did it just get filed? Mark each one. By Friday you will see how many were ledger entries versus actual problems needing a response.
- At the end of each day, estimate what percentage of your mental energy went to the work itself versus replaying or building cases around fairness. Write the number. You are looking for the days where the second number climbs.

Look at your justice log across the five days. How many entries became running narratives versus brief flags. Look at your energy percentages — find the days where case-building took the biggest cut, and note what triggered them.

WEEKS 2–3

Now you make one real change, focused on the pattern doing the work. The other categories get light touches because they do not need heavy intervention. Keep it small enough to sustain and specific enough to produce data.

- When something lands as unfair, give yourself one written line of the fact and a hard stop on the narrative for 24 hours. After the day passes, decide if it still requires action. Notice how many do not survive the wait.
- For feedback this week, when something stings, do nothing different — just confirm it clears in its normal window. You are protecting your energy for the justice work, not adding a second project here.
- When load spikes, name it out loud or in writing — 'this is a high-load moment' — and notice your footing holds. Confirm your capacity rather than bracing. This keeps you from spending the flooding pattern's budget it does not need.
- On your biggest fairness trigger from Week 1, try this once: instead of building the villain narrative, write what the other person's incentive might have been. Not to excuse it — to test whether bad faith is the only explanation.

Compare your energy percentages to Week 1. Did the 24-hour hold reduce the share going to case-building? Look at how many unfair moments survived the wait and still needed action — that number is the real signal.

WEEK 4

Week 4 is review. You are deciding what stays. Most of your attention goes to whether the change in how you hold fairness actually moved your energy.

— Review the 24-hour hold across three weeks. How many narratives dissolved when you waited. How many led to action you still stand behind. Decide whether the hold belongs in your default response to unfairness.

— Look at your justice log overall. Identify the people you cast as villains and ask whether the read held up over time or softened once you waited. Note which narratives cost you the most for the least return.

— Compare this week's energy percentages to Week 1. If the share going to case-building dropped, that gap is energy returned to the work. Name the number. That is your measurable result.

— Decide what becomes default: the 24-hour hold, the incentive-test on big triggers, the fact-versus-story split. Keep what produced data. Redesign what did not. You only need to lock in the moves that touch the loud pattern.

The question is not whether you stopped caring about fairness — you will not, and you should not. Measure whether you are holding fewer narratives at full volume and getting more energy back to the work. That is the win.

THE MIRROR

When you cast someone as the villain in a particular room, how often do you revisit that read later — and how often does it just stay filed?

The people around you see you let things go. What would they say if they could see the ledger you are actually keeping?

Carrying the case for fairness costs you energy and focus. What have you not gotten to because you were busy tracking who got skipped?

If you could detect unfairness without holding it, what would change about how you show up to the people you have already decided about?

How much of the villain narrative you are running right now is built on what actually happened, and how much is built on what you assumed about why?

This assessment describes what is present in your professional experience. It does not describe what is wrong with you — your ability to detect unfairness is real and often accurate. The question is whether you are spending your energy working with that pattern or carrying it long past the point it serves you. If this touches something deeper than strategies can reach, a coach or therapist can help you get to what the plan cannot.

— Don

This assessment describes patterns. It does not diagnose conditions.