

PATTERN PROFILE

THE PART THAT DOESN'T FIT · WIRING SERIES

Your Pattern Diagnostic

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YOUR PATTERN PROFILE

The five 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 24, with 24 being loudest. Total possible: 120.

Capacity also scored 13. The report leads with Activation — the capacity patterns show up in the sections that follow.

YOUR PROFILE

At 54 out of 120, your profile sits in moderate territory — not a profile screaming for attention in every direction, but one with two clear pressure points that are quietly setting the price you pay for an ordinary workday. Activation and Capacity are tied at 13/24, and they are the loudest things on your page. That tie matters. When the engine that starts your work runs hot in the same person whose capacity for switching and structure runs thin, the two feed each other.

Here is the interaction. Activation at 13 means starting is hard and, once started, stopping is hard too — you swing between cannot-begin and cannot-stop. Capacity at 13 means each switch between tasks costs you real energy and you need more structure than the average colleague to hold a day together. Put those together and you get a predictable pattern: you avoid starting because you know that once you start, pulling out will be expensive, and the day's switches will drain you. The avoidance and the cost are not separate problems. They are one loop.

Environment at 12 sits just behind them. Noise, time, and unfiltered input are adding a tax you may not have named — a baseline drain that makes the Activation-Capacity loop more expensive than it would be in a quieter setting. Sensitivity at 10 is moderate by frequency but, as you will see, it is the pattern costing you the most per occurrence. Visibility at 6 is your quietest pattern, and that is good news worth holding onto.

What this means for your working life: you are not someone whose patterns are visible to everyone around you. They are mostly internal — felt by you, paid by you, and largely invisible to the people you work with. That gap between your effort and what others see is small, which is a real asset. The work ahead is not about appearing more competent. It is about lowering the internal cost of getting and keeping yourself in motion.

YOUR LOUDEST PATTERN: ACTIVATION

Activation at 13/24 describes the two ends of the same problem. There are tasks you cannot start even though you know exactly what to do and want them done — that is the engine that won't start. And there are tasks you cannot stop once you are in them, where you look up and three hours have passed and the meeting you meant to prep for is now in ten minutes. Both of these are you. They are not contradictions; they are the same wiring at different settings.

What makes this expensive in your case is the tie with Capacity. Once you commit to starting something, your wiring knows — even if you don't say it out loud — that getting out will cost you. Pulling away from a task you're deep in is a switch, and switches drain you. So the part of you that resists starting is, in a sense, being protective. It is bracing for the toll. This is why pure willpower fails here: you are not lazy at the start and undisciplined at the end. You are managing a real cost both ways.

The All In or Gone pattern shows up in how you allocate yourself. When you're in, you're fully in, and the work is often excellent. When you're not, the task sits untouched, sometimes past the point where it would have been easy. There is rarely a comfortable middle gear.

You have probably tried to fix this with discipline systems — time-blocking, accountability, just-start-for-five-minutes rules. They worked for a stretch and then stopped. They stopped because they treated the symptom of not starting as a motivation problem. It is not. It is a cost problem, and any fix that ignores the exit cost of stopping will keep collapsing.

YOUR HIGHEST-COST PATTERN: SENSITIVITY

Activation is your loudest pattern, but Sensitivity at 10/24 is costing you more per occurrence than the number suggests. The Sensitivity questions measure impact, not how often the thing happens — and your answers say that when one of these moments lands, it lands hard and it lingers. A sharp comment in a meeting, an email that reads colder than it was meant, a decision that felt unfair — these do not bounce off you. They stay, and they keep running in the background while you try to work.

This is where the cost shows up concretely. After a tense exchange, you lose the next hour to replaying it. A piece of feedback that a colleague would shrug off occupies you for a day. When something feels truly unjust — a decision made over you, credit given to the wrong person — the floor drops and your capacity for everything else drops with it. The Villain in the Room, the Sting of the Small Thing, and the Day the Floor Disappeared all describe versions of this: a moment lands, and the recovery is long.

The compounding is the real danger. Each unrecovered moment leaves a residue, and the residue stacks. Over weeks, you are carrying a low-grade load of unfinished emotional processing that taxes the same energy your Activation and Capacity patterns are already drawing from. This is why Sensitivity, though moderate in frequency, sits at the top of your cost list — it is quietly draining the reserve you need to start and switch.

WHAT OTHERS SEE

At 6/24, Visibility is your quietest pattern, and that is worth naming as a strength. You are not spending large amounts of energy performing a version of yourself that doesn't match your inner experience. What people see when they work with you is close to what is actually happening inside you.

That alignment is an asset most people don't have. When the gap between your effort and what others perceive is small, you don't carry the second job of managing impressions on top of doing the work. Your directness reads as clarity rather than something you have to soften or hide. The energy other people burn on masking, you get to keep.

The one caution: because so much of your cost is internal — the Activation loop, the Sensitivity residue — the people around you may truly not know how much a given day cost you. That is not a masking problem; it is a visibility-of-effort problem. The people who can support you cannot see the load unless you tell them, and your low Visibility score means you are probably willing to. Use that. Saying the cost out loud, plainly, is well within your range.

WHAT TO DO WITH THIS

These are not general productivity tips. Each one targets a specific pattern on your profile and connects to the chapter that explains it. Pick the ones tied to your loudest and highest-cost patterns first.

ACTIVATION — CH 1: THE ENGINE THAT WON'T START

This week, pick one task you keep not starting and reduce the exit cost in advance — decide before you begin exactly when you will stop and what you will do next. Set a timer for that stop point. Notice whether knowing the exit is defined makes the start easier, because for you the resistance to starting is often a quiet dread of the cost of stopping.

SENSITIVITY — CH 2: THE VILLAIN IN THE ROOM

The next time a comment or decision lands hard, write down two things within an hour: what was actually said, and what you added to it. Keep them in separate columns. The Villain in the Room is usually built partly from the moment and partly from your interpretation — separating them on paper shortens the replay loop and shows you where the real signal is.

ENVIRONMENT — CH 8: THE NOISE FLOOR

For three days, do your hardest task in a deliberately quieter setting — closed door, headphones, notifications off — and rate your drain at the end versus a normal day. At 12/24, your baseline environment is adding a tax you may have stopped noticing. The point is to find out how much of your end-of-day fatigue is the work and how much is the noise floor underneath it.

CAPACITY — CH 5: BUCKETS OR BUST

Group your week into no more than three or four buckets of similar work and protect blocks for each, instead of switching between unlike tasks all day. This week, batch every short administrative task into one window rather than handling them as they arrive. Track how the batched day feels against a scattered one — your Capacity score says each switch is costing you more than you've been counting.

VISIBILITY — CH 6: THE PERFORMANCE NOBODY SEES

Because your patterns are mostly internal, the cost of a hard day is invisible to others — so name it once this week to one person you trust. Say plainly that a particular task or meeting took more out of you than it looked like. Notice that telling the truth about effort, given your low masking cost, takes less from you than you expect and often gets you support you didn't know was available.

THE FIRST 30 DAYS

WEEK 1

This week you change nothing. You only watch. The goal is to see your Activation loop, your switching cost, and your Sensitivity residue clearly before you try to move any of them — because you cannot redesign a pattern you haven't measured.

— Each day, note one task you couldn't start and one you couldn't stop. Beside each, write what you were avoiding or what made it hard to pull away. Don't fix anything — just collect the pairs and look for what they have in common by Friday.

— Every time you switch between two unlike tasks, mark a tally and rate how draining the switch felt from one to three. By the end of the week you'll have a rough map of which transitions cost you the most energy.

— When a comment, email, or decision stings, log the time it happened and the time you actually stopped thinking about it. The gap between those two times is your real Sensitivity cost — measure it, don't judge it.

— At the end of each day, estimate what percentage of your energy went to actual work versus managing your own patterns — starting, switching, recovering. Write the number down. Watch how it moves across the five days.

On Friday, lay the five days side by side. Look for whether your hardest-to-start tasks were the ones with the highest expected exit cost, and whether your worst Sensitivity days followed your most fragmented, high-switch days. The patterns usually cluster — find the cluster.

WEEKS 2–3

Now you make one small change per loud pattern. Small enough to keep for two weeks, specific enough to produce real data. Don't change everything — change these four things and leave the rest alone.

- For your hardest-to-start task each day, define the stop point before you begin and set a timer. The promise of a clean exit lowers the dread of starting. Track whether starts get easier over the two weeks.
- Protect one uninterrupted block daily for deep work and batch all short tasks into a single window. You're directly cutting the switching cost you mapped in Week 1. Note your end-of-day energy number against last week's.
- Build a three-bucket structure for your week and assign every commitment to a bucket before the week starts. Refuse to let unlike tasks bleed into each other. Watch whether the structure holds the day together or whether it slips.
- Attack the Activation-Capacity loop directly: when you finish a deep block, take a five-minute deliberate transition — stand, walk, breathe — before the next task, so the switch isn't a cliff. Track whether the buffer reduces the drain.

At the end of week three, compare your energy percentages to Week 1's baseline. Look specifically at whether defined stop points changed your start times and whether batching lowered your switch tallies. You're looking for movement, not perfection.

WEEK 4

This is the review week. You're not asking whether everything is fixed. You're asking which changes earned their place and which ones cost more than they returned.

- Review your start data. On the days you defined a stop point first, did you begin sooner and with less resistance? Decide whether pre-defining the exit becomes a permanent default for hard-to-start work.
- Review your Sensitivity logs from across the month. Has the gap between when something stung and when you let it go shortened? Note whether the two-column written practice is shortening your replay loop.
- Compare this week's energy percentages to Week 1. How much more of your energy is going to actual work versus pattern management now? Put the two numbers next to each other and let the difference be the verdict.
- Decide what locks in and what gets redesigned. Keep the changes that returned energy. Drop or rebuild the ones that added friction without payoff — a change that costs more than it saves is not discipline, it's a bad fit.

The question for Week 4 is not whether you've solved Activation or Sensitivity. It's whether you now spend a measurably smaller share of your daily energy fighting your own wiring. If even one of the four changes moved that number, it earned its place — keep it and build the next month around it.

THE MIRROR

When you avoid starting something you actually want done, how much of that is laziness and how much is bracing for what it will cost you to stop once you're in?

How often do the people you work with know what a hard day actually took out of you — and what would change if you told one of them?

The things that sting and stay with you for hours or days — what does carrying them that long protect, and what is it costing you to keep carrying them?

If starting and switching were free for you, what work would you take on that you currently avoid because you already know what it will cost?

When a comment or decision lands hard, how much of what you fear it means is something you were told — and how much did you add on your own?

This assessment describes what is present in your professional experience right now. It does not describe what is wrong with you — your patterns are yours, and the only real question is whether you're spending your energy working with them or against them. 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.