

OPENING SCRIPTS

— Practical scripts for framing a DECODE conversation —



USE THIS WHEN

You need to open a DECODE session clearly and confidently.



FORMAT

Timed opening script with purpose and facilitator notes.



OUTPUT

A meeting that starts with sequence, authority, and disciplined expectations.

10-MINUTE OPENING

0:00

1

FRAME THE SESSION

SAY:	"We are not here to rush toward a solution. We are here to decide whether commitment is justified, and if so, on what basis."
PURPOSE:	Establish the goal of the conversation.
FACILITATOR NOTE:	Speak slowly and lower the pressure to perform.

1:00

2

ESTABLISH AUTHORITY

SAY:	"This process protects decision quality. It does not replace judgment, and it does not remove responsibility."
PURPOSE:	Clarify that DECODE structures the decision rather than making it for the group.
FACILITATOR NOTE:	Position the method as support, not control.

2:00

3

NORMALIZE UNCERTAINTY

SAY:	"If uncertainty is present, that is not a weakness. It is the reason we are using DECODE."
PURPOSE:	Remove the stigma around incomplete understanding.
FACILITATOR NOTE:	Make it safe to say "we do not know yet."

4:00

4

PROTECT THE SEQUENCE

SAY:	"We will move in order: define, explore, clarify, outline, decide, and establish closure. If solutions appear early, we will park them and return later."
PURPOSE:	Set the canonical six-step sequence.
FACILITATOR NOTE:	Point visibly to the six-step flow.

6:00

5

PROTECT NON-ACTION

SAY:	"Preserve is a valid outcome. Doing nothing by default is not the same as choosing Preserve deliberately."
PURPOSE:	Legitimize restraint and reduce premature momentum.
FACILITATOR NOTE:	Distinguish deliberate preserve from passive avoidance.

8:00

6

SET THE WORKING RULES

SAY:	"Description before explanation. Understanding before commitment. Closure before execution."
PURPOSE:	Introduce the core rules that govern the conversation.
FACILITATOR NOTE:	Emphasize the stop signals for early solutions and causal claims.

10:00

7

OPEN THE FIRST STEP

SAY:	"We begin with improvement intent: why is change being considered? What makes this situation relevant?"
PURPOSE:	Start the session in the Define step rather than in problems or solutions.
FACILITATOR NOTE:	If the group starts naming causes or fixes, redirect them back to intent.

QUICK GUARDRAILS



Park solutions until the decision path is chosen.



If "because" appears too early, return to observation.



If a lower step feels forced, loop back.



A pilot is not a decision outcome.



Return to the parking lot only after closure.

SHORT OPENING VERSION

- 1 We will move step by step before committing.
- 2 Uncertainty is expected; that is why we are here.
- 3 We will park solutions until the decision path is clear.
- 4 We begin with improvement intent.



THE OPENING SCRIPT **PROTECTS THE SEQUENCE** BEFORE THE WORK BEGINS.