STEWARDSHIP BASELINE

STEWARD

CONSTELLATION / WORK UNIVERSE

STEWARDSHIP PERIOD

Enter the time span covered, e.g., Oct-Dec 2026.

DATE

What does this Constellation need from me now?

CURRENT CONDITION

What is working that Stewardship should protect?

What needs attention?

What Work Universe conditions are enabling or interfering with performance?

My first Stewardship priorities

CONSTELLATION RECORD

STEWARD

CONSTELLATION

PURPOSE

Critical outcomes

People and roles

Key relationships and dependencies

Conditions to protect

Conditions to change

PERSON STEWARDSHIP RECORD

Reusable working copy

PERSON

ROLE

What this person contributes

Strengths I should enable

What I am learning about this person

What might this person become ready for?

Development effort and contribution I am observing

PERSON STEWARDSHIP RECORD - FOLLOW-THROUGH

Reusable working copy

PERSON

DATE / REVIEW PERIOD

What does this person need from me?

Barriers I may be able to remove

Opportunity I could create

Support I should provide

Commitments I made

Evidence / changes / follow-through

STEWARDSHIP JOURNAL ENTRY

Reusable working copy

DATE

CONTEXT

Meeting, decision, conversation, or work event being recorded.

What I observed

What I think it may mean

What I need to understand

Next

- [ ] Watch
- [ ] Act
- [ ] Discuss
- [ ] Revisit

RELATED RECORD / REVISIT

STEWARDSHIP SIGNAL

A signal is a reason to investigate, not a verdict.

DATE

CONTEXT

What am I noticing?

What evidence do I have?

What should I watch for before I conclude?

What requires Stewardship now, if anything?

REVISIT / RELATED RECORD

DECISION RECORD

DATE

DECISION / CONTEXT

What am I deciding?

What evidence do I have?

What do I not yet know?

Work Universe factors

Stewardship factors

My decision and why

What would cause me to reconsider?

REASSESS DATE

RELATED RECORD

DECISION REASSESSMENT

Reusable working copy

DECISION / RECORD

REASSESSMENT DATE

What happened?

What changed?

What did I learn?

Was I wrong about anything?

What changes now?

INTERVENTION RECORD

DATE

CONDITION / CONTEXT

What is happening?

What do I actually know?

Individual factors

Work Universe factors

Stewardship factors

What needs to happen?

Who owns what?

REASSESS DATE

RELATED RECORD

INTERVENTION REASSESSMENT

Reusable working copy

INTERVENTION / RECORD

REASSESSMENT DATE

What changed?

What did not change?

What did I get wrong?

What happens next?

STEWARDSHIP REVIEW

MONTH / PERIOD

STEWARD

What does this Constellation need from me now?

LOOK BACK BEFORE YOU LOOK FORWARD

What did the evidence show me?

What became clearer?

What changed?

What remains unresolved?

What surprised me?

My Stewardship commitment

MONTHLY STEWARDSHIP REFLECTION

Reusable working copy - use for monthly Stewardship reflection. Use The Steward's Mirror™ in the Performance Intelligence Digital Forms when deliberate Framework 6 self-examination is needed.

MONTH / PERIOD

STEWARD

What did this Constellation need from me?

Where did I provide it?

Where did I not?

What did I avoid?

What do I need to do differently?

What does this Constellation need from me now?

QUARTERLY DEEP REVIEW - CONSTELLATION & PERFORMANCE

Reusable working copy

QUARTER / PERIOD

STEWARD

What evidence do I have about the Constellation's condition?

What is changing in performance?

Where is individual contribution changing?

What requires Stewardship?

What does this Constellation need from me now?

QUARTERLY DEEP REVIEW - WORK UNIVERSE & ACCOUNTABILITY

Reusable working copy

QUARTER / PERIOD

STEWARD

What Work Universe conditions are enabling performance?

What conditions are interfering?

Where is Accountability working?

Where is Accountability weakening?

What requires Stewardship?

QUARTERLY DEEP REVIEW - DEVELOPMENT & RISK

Reusable working copy

QUARTER / PERIOD

STEWARD

Where is development effort and contribution visible?

Where is Catalyst capacity emerging?

What development is being neglected?

Where am I carrying Work Universe Risk?

What opportunity should I create?

TRUTH FLOW & FEARLESS COMMUNICATION REVIEW

Reusable working copy

QUARTER / PERIOD

STEWARD

What am I hearing early?

What am I learning late?

Who tells me things I may not want to hear?

Where might truth be getting filtered?

Have my actions made truth easier or harder to tell?

What will I change?

COURAGE - WHAT AM I AVOIDING?

Reusable working copy

DATE / PERIOD

STEWARD

What am I avoiding?

What does Stewardship require me to address?

The action I will take

BY

REASSESS DATE

What happened?

QUARTERLY CARRY FORWARD

Reusable working copy

QUARTER / PERIOD

STEWARD

Continue

Change

Address

Enable

Watch

My Stewardship commitment for what comes next

STEWARDSHIP PERIOD REVIEW

Reusable working copy

STEWARDSHIP PERIOD

STEWARD

What became stronger?

What deteriorated?

What remains unresolved?

How did the Work Universe change?

How did people grow or change?

What happened to Truth Flow?

Which decisions mattered most?

FINAL STEWARDSHIP REFLECTION

Reusable working copy

STEWARDSHIP PERIOD

STEWARD

What did I learn about myself as Steward?

What will I continue?

What must I change?

What am I carrying forward?

What does this Constellation need from me now?

What have I learned about being its Steward?