

Forum SoCal XX

First annual round. Eight of eight members completed the assessment.

COMPLETED	RESPONSES	SHARED WITH THE FORUM	INDIVIDUAL RESULTS
August 2026	8 / 8	Aggregate only	Private to each member

I

About this assessment

The Saboteur framework (Chamine 2012) is a practitioner reflection tool that gives groups shared language for common inner patterns. It is not independently validated as a psychometric instrument, and we do not use it as measurement.

Each member took the assessment privately and submitted only their top three patterns, anonymously. No scores were collected. What appears below is a count of how often each pattern showed up across those submissions. Nothing is attributed to a person, and no one other than the member sees an individual profile.

The names matter because naming works. A member who can say "my Controller is running this" mid-presentation has already created some distance from the pattern. The language is for describing yourself, not for diagnosing another member.

II

What members reported

Every profile includes the Judge. The framework treats it as present in everyone, so it is not counted here. The count covers the nine other patterns.



MEMBERS LISTING EACH PATTERN IN THEIR TOP THREE • 8 MEMBERS • 24 MARKS

WORTH NAMING

The patterns at the top of this list are ones that tend to get rewarded at work. Chamine's observation is that a pattern is hardest to see when it is also producing results.

This is a count, not a description of the forum. The framework describes patterns in individuals. There is no such thing as a forum's pattern profile.

III

Things worth trying

These respond to the patterns most present in the room. Each is a meeting-level practice — nothing requires anyone to disclose their own results.

Open with What It Felt Like

responds to Hyper-Rational · [read the exercise](#)

For one presentation, the presenter opens with two minutes on what the situation felt like before any facts. Clarifying questions about the facts wait until the feeling has been heard. Hyper-Rational treats feelings as data to process later; this puts them first, briefly, on purpose.

The Update With No Wins

responds to Hyper-Achiever · [read the exercise](#)

One round of updates where accomplishments are off the table — what's unresolved, what's dull, what simply is. Hyper-Achiever edits life into a highlight reel. A room heavy on it will find this round harder than it sounds, which is the point.

Hand Over the Room

responds to Controller · [read the exercise](#)

The presenter states the situation, then stays silent through the full round of experience shares — no steering, no correcting, no "yes, but." They speak again only at the end, naming what landed. Sitting on your hands while the room works is a direct experience of what Controller costs.

A pattern that is rare in the room shapes it too. This forum has one Avoider mark and no Victim marks — worth a passing conversation about what a room full of drivers doesn't naturally make space for.

IV

What happens next

PRIVATE CONVERSATION

Any member can ask for a one to one conversation about their own results. It is voluntary, and nothing from it comes back to the forum. The exercises above are the group-level surface — the individual work on any one pattern happens here.

ONCE A YEAR

The assessment runs annually. Next year's count sits beside this one as a prompt for conversation, not a trend line. The tool is not precise enough to measure change.

KEPT SEPARATE

These results are held apart from the annual forum health assessment. The two are never combined.
