

TERMINATION CONVERSATION OS

Sourced from *Difficult Conversations*, Ch. 13

TERMINATION · 5-STEP PROTOCOL

DC Playbook Ch. 13

01 · PRE-FLIGHT CHECKLIST

Documentation, legal review, severance, private location, witnesses.

If anything is missing, don't schedule yet.

02 · SCHEDULE EARLY WEEK

Tuesday-Wednesday. Private. 30-45 min block.

Not Friday afternoon. Not a glass-walled room.

03 · FIRST 30 SECONDS — DIRECT

Three sentences, drafted in advance. Read if you must.

Don't soften. Don't preamble. The directness is the dignity.

04 · PIVOT TO LOGISTICS — HUMANELY

Severance, benefits, equipment, reference policy. Documents ready.

Sign nothing today. No verbal promises about rehire/references.

05 · MANAGE SURVIVORS WITHIN 24 HOURS

Transparent announcement. Address "am I next?" directly.

Survivor syndrome is the next risk. Manage it.

THE HUMAN FREQUENCY · FIND COMMON GROUND

PRINT INSTRUCTIONS

Fold this card in half along the horizontal center for a wallet-sized version, or print on cardstock and laminate for the fridge or office wall.

READ THE FULL PAGE

thehumanfrequency.net/human-os/termination-conversation

For the mechanism, the protocol, and citations.