

# HUMAN NATURE SYSTEM AUDIT

Evaluate your system. Align it with human nature. Plan your next steps.

## STEP 1: CHOOSE YOUR SYSTEM

Pick ONE real system that isn't working as well as you want.

Examples: staff communication, lesson planning, attendance, behavior referrals, PLCs, hallway communication, intervention documentation, etc.

## STEP 2: AUDIT YOUR CURRENT SYSTEM

Look at your current system through the lens of human nature.

Circle: Y = aligned    N = misaligned    ? = sometimes / not sure

| HUMAN NATURE FACTOR | ASK YOURSELF                                                         | Y / N / ? |
|---------------------|----------------------------------------------------------------------|-----------|
| EASY                | Is the desired behavior easy to do - or have we added friction?      | Y   N   ? |
| CLEAR               | Do people know exactly what "good" looks like?                       | Y   N   ? |
| BELONGING           | Does the group reinforce this behavior - or work against it?         | Y   N   ? |
| AUTONOMY            | Do people have meaningful choice/ownership, or just compliance?      | Y   N   ? |
| COMPETENCE          | Do people actually know how to do what we are asking?                | Y   N   ? |
| REWARD              | Is there some immediate payoff for doing it well?                    | Y   N   ? |
| HABIT               | Is it attached to an existing routine - or dependent on remembering? | Y   N   ? |
| FEEDBACK            | Can people quickly tell whether it is working?                       | Y   N   ? |

## STEP 4: REDESIGN WITH HUMAN NATURE

Pick the 2-3 biggest mismatches above and complete the prompts.

RIGHT NOW, OUR SYSTEM  
DEPENDS ON PEOPLE TO...



HUMAN NATURE TELLS US PEOPLE  
ARE MORE LIKELY TO...



SO WE COULD REDESIGN  
THE SYSTEM BY...

## STEP 5: PLAN NEXT STEPS

Use this to plan immediate next steps.

STOP

What friction, unnecessary step, or unrealistic expectation will we remove?

START

What cue, routine, support, choice, feedback, or reinforcement will we add?

STRENGTHEN

What's already aligned with human nature that we need to make more consistent?

Great systems don't fight human nature.  
They work with it.

OUR SYSTEM:

## STEP 3: REFLECT

What does this system assume about human behavior that probably isn't true?

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