



Relay Brief

A five-constraint brief, down a line of four

Every hop drops a constraint, compresses a number and adds a guess — and everyone felt certain they passed it on fine.

**How much of a brief survives
one honest telling down a line
of four?**

What one hop does

- It drops a constraint — the least vivid one usually goes first.
- It compresses a number — “by Friday the 12th” becomes “soon”.
- It injects a guess — every hole gets filled with what seems obvious.

The setup

Hop	What happens...	The observer marks
1	Read the brief once, then it is gone	five constraints in play
2	Whisper it on, once, no notes	how many of the five survived
3	Rebuild from memory, out loud	the number that fell, hop by hop

The tally: what survived

- The observer marks, at each hop, **how many of the five constraints survived** — a count out of five, not a verdict on a person.
- The number falling hop to hop **is** the whole finding.
- Nobody may repeat a hop, and nobody may write notes.

The reveal is not a joke.

Line the rebuild up against the original.

Every loss has a hop where it went missing.

Three ways it fails, three rescues

- People write notes → the leak is the point; hold the rule.
- The room hunts a culprit → every hop was confident and still lost data.
- A confident memory beats a written brief → the reveal is what corrects it.

The measure

- Before the line: five short items about your own last week of handovers.
- After the reveal: the same five, now about the relay you just ran.
- Score each person's shift, never rank a culprit — the relay leaks at every hop.

Three questions in the debrief

- 1. Where does your real work go down a four-hop line like this one?**
- 2. Which hop felt most certain it passed it on clearly?**
- 3. What one written form would have stopped the biggest loss you saw?**

What actually transfers

- The dropped constraint is the one that quietly falls out of real handovers.
- One written-handover habit, chosen from the biggest positive delta.
- A restated brief beats a confident memory — that is the repair.

Run it standing · keep it twenty minutes · report the leak, not a culprit

A handover culture is working when someone restates the brief
before acting on it.

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