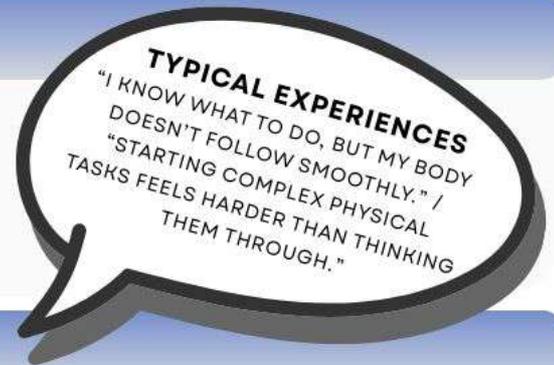


MOVEMENT PLANNING FLUENCY

DOMAIN 3: MOTOR & ENERGY RHYTHMS

FRICITION

Planning and sequencing physical actions can require disproportionate effort, especially under complexity or time pressure.



DESIGN RESPONSES

- Reduce motor complexity in tasks so execution relies less on multi-step physical sequencing.
- Allow extra time for physical setup so starting does not require rushing the body into coordination.
- Avoid action-heavy requests under time pressure so planning load does not spike into shutdown.
- Break tasks into explicit physical steps so the body has a clear order to follow.
- Treat motor planning as a design variable rather than a motivation issue.

3-STEP REGULATION PROTOCOL - MOTOR SEQ. SUPPORT

1

The task is simplified by removing nonessential physical steps or movements. The goal remains the same while the motor pathway becomes shorter. This reduces load before execution begins.

2

The remaining actions are segmented into clear, manageable physical units. Each unit is named so the body has an obvious next step. This reduces ambiguity during movement initiation.

3

Execution is paced so each movement has time to complete without pressure. The sequence is allowed to unfold without interruption or social urgency. This reduces errors.



Some people don't need more instructions; they need one clear physical step at a time.



MOTOR FATIGUE BUILD-UP

DOMAIN 3: MOTOR & ENERGY RHYTHMS

FRICITION

Repetitive or sustained movements create quiet strain that accumulates over time and reduces performance.

TYPICAL EXPERIENCES
"THE TASK IS EASY, BUT IT DRAINS ME OVER TIME." /
"REPETITION WEARS ME DOWN EVEN WHEN NOTHING FEELS HARD."

DESIGN RESPONSES

- Rotate motor demands across tasks so the same movement pattern is not loaded continuously.
- Plan physical recovery breaks proactively so fatigue is interrupted before it compounds.
- Reduce repetitive fine-motor work where possible so strain is not invisible and constant.
- Alternate physical and cognitive tasks so effort is distributed across systems.
- Treat fatigue as predictable physiology rather than poor resilience.

3-STEP REGULATION PROTOCOL - LOAD ROTATION

1

Early signs of physical strain are noticed intentionally before performance drops. Small indicators are treated as actionable data rather than noise. This prevents late-stage collapse.

2

The next task is switched to one that uses different movements or muscle groups. Motor load is redistributed rather than pushed through. This reduces cumulative micro-strain.

3

Full recovery is allowed before returning to the same motion pattern. The body is given time to reset to baseline. This protects long-term capacity.



Repetition sends the invoice to the body quietly.

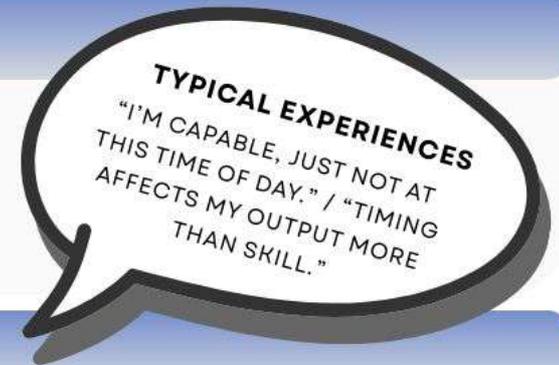


ENERGY-TASK SYNCHRONY

DOMAIN 3: MOTOR & ENERGY RHYTHMS

FRICITION

Output quality depends strongly on alignment between task demands and available energy across the day.



DESIGN RESPONSES

- Align demanding tasks with energy peaks so performance is supported by timing rather than force.
- Allow flexible scheduling if possible so capacity variation is treated as normal.
- Avoid high-load tasks in low-energy windows so errors and strain do not become predictable.
- Separate availability from peak performance so presence is not mistaken for readiness.
- Encourage energy alignment as norm rather than an individual preference.

3-STEP REGULATION PROTOCOL - ENERGY ALIGNMENT

1

Personal energy peaks and dips are observed across the day without judgment. Patterns are named so planning becomes evidence-based. This turns variability into a usable map.

2

Demanding tasks are matched intentionally to peak energy windows. Lower-demand work is placed in dip windows by design. This improves quality without increasing effort.

3

Peak windows are protected from unnecessary interruptions. Meetings and admin are minimized during high-output periods. This sustains performance over time.



Capacity depends on timing as much as ability.



BOOM-BUST ENERGY PATTERN

DOMAIN 3: MOTOR & ENERGY RHYTHMS

FRICITION

Short bursts of high output followed by crashes reduce long-term sustainability despite impressive peaks.

TYPICAL EXPERIENCES
"I PUSH HARD, THEN I'M WIPED OUT." / "AFTER PEAKS I CRASH."

DESIGN RESPONSES

- Cap intensity periods explicitly so output peaks have clear structural boundaries.
- Schedule recovery before depletion occurs so rest is proactive rather than reactive.
- Avoid rewarding overexertion so sustainability is not socially penalized or framed as underperformance.
- Track sustainability over time so patterns are observed, adjusted, and managed rather than celebrated uncritically.
- Treat pacing as leadership hygiene rather than a personal weakness or limitation.

3-STEP REGULATION PROTOCOL - INTENSITY REGULATION

1

The duration of high-intensity effort is defined in advance. The end point is planned so stopping does not rely on willpower. This prevents accidental overextension.

2

Recovery is inserted immediately after the effort window. The next block is intentionally low-demand and regulation-supportive. This interrupts the boom-bust cycle.

3

Future intensity is adjusted based on the real recovery cost. Peaks are evaluated by what they require afterward, not only what they produce. This protects long-term capacity.



Sustainability beats heroics.



SOMATIC AWARENESS

DOMAIN 3: MOTOR & ENERGY RHYTHMS

FRICITION

Physical signals of strain or fatigue are often noticed late, increasing injury and burnout risk.

TYPICAL EXPERIENCES
"I NOTICE I'M DEPLETED ONLY WHEN IT'S TOO LATE." / "MY BODY WARNS ME AFTER I'VE ALREADY OVERDONE IT."

DESIGN RESPONSES

- Encourage regular body check-ins so early signals are detected before breakdown.
- Allow self-paced load adjustment so the body can steer before damage accumulates.
- Treat late boundaries as data so capacity elimination is not moralized. Integrate somatic cues into planning so schedules reflect physiology.
- Use simple intensity regulation signals so adjustment becomes easier to communicate.

3-STEP REGULATION PROTOCOL - SIGNAL AWARENESS

1

A brief pause is built into transitions to create awareness space. The nervous system is invited to report before the schedule dictates the next move. This increases early detection.

2

Physical signals such as tension, pain, breath, or heaviness are noticed deliberately. Signals are treated as information rather than obstacles. This supports timely adjustment.

3

Load or posture is adjusted before strain accumulates. The body is protected while work continues in a modified form. This reduces injury risk and depletion.



Bodies whisper long before they shout.



POSTURAL REGULATION DEMAND

DOMAIN 3: MOTOR & ENERGY RHYTHMS

FRICITION

Holding static postures consumes significant energy, especially in long meetings or high-visibility settings.



DESIGN RESPONSES

- Allow posture changes during work so regulation is not mistaken for distraction or disengagement.
- Normalize subtle movement in meetings so stillness is not treated as a proxy for professionalism.
- Provide ergonomic flexibility so the body is supported rather than constrained by fixed setups.
- Avoid stillness-based professional norms that turn necessary self-regulation into masking effort.
- Include brief stretch moments so posture is periodically reset by design rather than by strain.

3-STEP REGULATION PROTOCOL - POSTURAL FLEXIBILITY

1

Posture is changed regularly rather than held as a single fixed position. Shifts are framed as regulation-supportive, not disruptive. This reduces static strain.

2

Small movements are used intentionally to stay regulated while working. Micro-movement is treated as compatible with attention. This improves endurance.

3

The setup is adjusted so the body is supported rather than strained. The environment carries part of the load the body would otherwise hold. This preserves energy.



Stillness looks professional but costs the body.



FINE MOTOR COORDINATION VARIABILITY

DOMAIN 3: MOTOR & ENERGY RHYTHMS

FRICTION

Precision in small movements varies with speed, pressure, fatigue, and environment.



DESIGN RESPONSES

- Offer alternative input methods so precision does not depend on tiny movements under pressure.
- Reduce speed pressure on precision tasks so accuracy can remain stable across conditions.
- Allow assistive tools that enlarge or simplify motor demands, supporting precision without added strain.
- Evaluate accuracy separately from speed so performance is measured fairly rather than conflated.
- Design tasks so precision is supported by conditions rather than sustained grit or endurance.

3-STEP REGULATION PROTOCOL - PRECISION SUPPORT

1

Tools are selected that make movements larger and easier to execute. The motor demand is reduced without reducing task value. This protects accuracy.

2

Pace is slowed intentionally when accuracy matters more than speed. Pressure is removed from fine-motor execution. This reduces error amplification.

3

Quality is evaluated with criteria separate from speed expectations. Precision is recognized as condition-dependent. This prevents unfair performance judgments.



Sometimes tools need to grow, not effort.



MOTOR PLANNING LAG

DOMAIN 3: MOTOR & ENERGY RHYTHMS

FRICITION

A delay between intention and physical action can appear, especially under observation or pressure.

TYPICAL EXPERIENCES
"THE HARDEST PART IS PHYSICALLY STARTING." / "MY BODY FREEZES AT THE START."

DESIGN RESPONSES

- Allow initiation latency so starting is not forced through countdown pressure or urgency cues.
- Avoid public start pressure that increases motor freeze under observation or scrutiny.
- Separate instruction from execution so the body can begin after the mind has mapped the action.
- Use predictable start cues so initiation remains stable across contexts.
- Allow brief mental rehearsal so the body is supported in taking a smoother first step.

3-STEP REGULATION PROTOCOL - INITIATION BUFFER

1

A clear and predictable start signal is provided. Initiation is structured rather than improvised under pressure. This reduces freeze risk.

2

A short quiet moment is allowed for body alignment before movement begins. The nervous system settles enough to initiate. This supports smoother starts.

3

Execution begins without additional commentary or social pressure. The start is protected from interruption. This improves follow-through.



A delayed start is not resistance.



BODY-BASED REGULATION

DOMAIN 3: MOTOR & ENERGY RHYTHMS

FRICITION

Movement is often required to regulate attention and arousal, and suppressing it increases strain.

TYPICAL EXPERIENCES
"I NEED TO MOVE TO CONCENTRATE." / "STILLNESS MAKES ME LESS FOCUSED."

DESIGN RESPONSES

- Normalize movement as regulation so it is not framed as noncompliance or disengagement.
- Allow pacing and fidgeting so attention can be maintained without masking cost.
- Avoid rigid stillness norms that create preventable strain and fatigue.
- Provide regulation tools so movement can be channelled discreetly and effectively.
- Design spaces that allow movement without disrupting others or requiring self-policing.

3-STEP REGULATION PROTOCOL - MOVEMENT ENABLEMENT

1

Movement is explicitly permitted during work and meetings. Permission is made social, not private. This removes the need to hide regulation.

2

Movement is normalized through visible modeling and consistent cues. The environment signals that regulation is compatible with professionalism. This reduces stigma-driven inhibition.

3

Space and routines are designed so movement can occur without derailing the group. Regulation is supported structurally rather than negotiated each time. This protects attention and energy.



Movement prevents distraction for some brains.

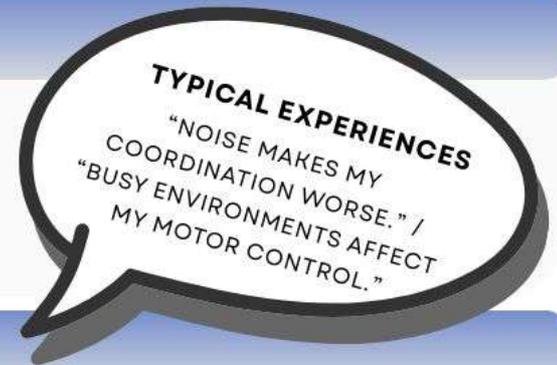


SENSORY-MOTOR CROSSING

DOMAIN 3: MOTOR & ENERGY RHYTHMS

FRICITION

Sensory load directly interferes with motor coordination and precision.



DESIGN RESPONSES

- Reduce sensory load for precision work so coordination is not compromised by conditions.
- Adjust light, sound, and space so motor tasks are executed in supportive environments.
- Separate sensory-heavy activities from motor-precise tasks to prevent interference.
- Allow quiet or low-stimulation formats when accuracy is required.
- Treat coordination variability as an environment signal rather than an attitude.

3-STEP REGULATION PROTOCOL - ENVIRONMENTAL TUNING

1

One sensory condition is changed before judging performance. The environment is tested as a causal factor. This shifts attention from blame to design.

2

Time is allowed for the nervous system to settle after the adjustment. Coordination is given a chance to recover. This improves reliability.

3

The task is reattempted once conditions support precision. Success is evaluated under supportive settings. This prevents misattribution.



Question the room before the person.



ENVIRONMENTAL MATCHING

DOMAIN 3: MOTOR & ENERGY RHYTHMS

FRICITION

Performance depends on alignment between task demands and the spatial environment.

TYPICAL EXPERIENCES
"SOME SPACES DRAIN ME MORE THAN OTHERS." / "THE ROOM AFFECTS MY PERFORMANCE."

DESIGN RESPONSES

- Offer multiple workspace types so different tasks can be matched to supportive conditions.
- Allow task–environment matching so space becomes part of the workflow rather than a fixed constraint.
- Avoid one-size-fits-all layouts that create predictable friction.
- Label spaces by function so people can choose environments intentionally.
- Review fit regularly because needs can change across workload and seasons.

3-STEP REGULATION PROTOCOL – ENVIRONMENT FIT

1

More than one workspace option is made available. Choice is framed as a performance strategy, not a preference. This supports diverse needs.

2

Task type is matched intentionally to space. High-focus tasks receive low-disruption environments. This improves output consistency.

3

Space fit is reviewed and adjusted as demands change. The environment is treated as a dynamic tool. This sustains capacity.



Inconsistent output often reflects space mismatch.



MOVEMENT INHIBITION CONTROL

DOMAIN 3: MOTOR & ENERGY RHYTHMS

FRICTION

Suppressing natural movement consumes energy and increases masking cost.



DESIGN RESPONSES

- Reduce appearance-based judgment so harmless movement is not socially penalized or misinterpreted.
- Avoid punishing regulation behaviors that do not disrupt work or outcomes.
- Focus evaluation on output and follow-through rather than presentation or stillness.
- Offer lower-visibility options so regulation does not require constant public self-control.
- Name movement diversity as normal so psychological safety replaces masking.

3-STEP REGULATION PROTOCOL - VISIBILITY SAFETY

1

Movement acceptability is stated explicitly. The social rule is clarified so people do not self-police. This reduces masking cost.

2

Visibility pressure is reduced where possible. Options such as camera-off or seating choice are offered. This supports regulation without performance theatre.

3

Work is evaluated on outcomes, not on stillness or presentation. Productivity is measured by results. This improves equity.



Masking hides cost, not effort.



GESTURE-SPEECH COUPLING

DOMAIN 3: MOTOR & ENERGY RHYTHMS

FRICTION

Verbal fluency can depend on freedom of movement, especially gesturing.



DESIGN RESPONSES

- Allow standing and gesturing so speech can be supported by movement.
- Offer camera-optional segments so movement does not become self-conscious.
- Use walking meetings when appropriate so verbal clarity can emerge through motion.
- Avoid polished-speech bias so delivery style is not confused with competence.
- Encourage movement-friendly formats that improve thinking without disrupting others.

3-STEP REGULATION PROTOCOL - MOVE TO SPEAK

1

The body is freed through standing or light movement before speaking. Permission is explicit so self-monitoring decreases. This supports fluency.

2

Speaking begins while natural gestures are allowed. Expression is supported rather than constrained. This improves coherence.

3

Key points are captured once clarity emerges. The content is stabilized in writing or decisions. This preserves value beyond performance.



Some voices unlock through motion.



PHYSICAL ACCESS CONSTRAINTS

DOMAIN 3: MOTOR & ENERGY RHYTHMS

FRICITION

Layout distances and obstacles add hidden energy cost before work even begins.



DESIGN RESPONSES

- Reduce unnecessary distances by selecting locations and layouts that limit walking and repeated transitions so access does not drain energy upfront.
- Offer alternative access routes such as shorter paths, elevators, or remote options to reduce uneven physical load.
- Group meetings by location where possible to avoid cumulative fatigue from frequent movement between spaces.
- Schedule extra transition time so arrival allows brief orientation.
- Include access in venue decisions by treating distance and layout as performance-relevant design factors.

3-STEP REGULATION PROTOCOL - DESIGN FOR REACHABILITY

1

Check whether paths are easy for everyone by reviewing walking distance, stairs, door access, navigation complexity, and required transitions.

2

Switch rooms or formats if access cost is high by relocating meetings, offering hybrid options, or changing layouts when reaching the space already consumes significant energy.

3

Add time margin so travel does not steal capacity by scheduling buffer time that allows arrival, settling, and regulation before cognitive or social demands begin.



Measure distance before judging commitment.

