CALIBRATE · CAPABILITY ASSESSMENT

How to Use Calibrate

A comprehensive guidebook to evidence-based capability assessment

Calibrate Capability — evidence-based capability maturity scoring

N P L F — Absent · Ad hoc · Defined · Operational

Version 1.0 — November 2026

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1. About this guidebook

This guidebook explains how to use **Calibrate**, the capability-assessment app from John Salter Consulting Services, from first download through to your second, third, and fourth assessment rounds.

It is written for:

- **Risk managers** benchmarking organisational capability
- **Business continuity and operational resilience practitioners** preparing for maturity reviews
- **Quality auditors and consultants** conducting structured assessments in client environments
- **Leadership teams** wanting an evidence-based view of where the organisation is strong, where it is weak, and what to fix first

You do not need any prior training in the Universal Framework to use Calibrate. The app guides the process; this guidebook explains the thinking behind each step so your assessments are consistent, defensible, and repeatable.

> **Note on scope.** This guidebook describes the assessment method and workflow as implemented in Calibrate. Screens and options may evolve with app updates. The current App Store listing always reflects the latest features and pricing.

2. What Calibrate is

Most assessments tell you whether you are **compliant**. Calibrate tells you whether you are **capable**.[1]

Rather than asking whether a policy exists, Calibrate asks whether the capability actually works — whether it is established, whether people have what they need to apply it, and whether there is evidence it delivers outcomes in practice.

Calibrate replaces paper-based workflows and scattered notes with a guided, consistent process. It works at two depths:

- A **single-domain rapid review** — one domain, examined quickly
- A **comprehensive cross-domain evaluation** — all seven domains, fully evidenced

You determine the assessment depth. The process provides the built-in rigour.

The cycle is deliberately round-based: assess, report, act, then reassess and track progress. As the product puts it: *evidence-based capability assessment, round after round.*

3. Core concepts

Calibrate implements the **Universal Framework**, an evidence-based maturity assessment method covering seven organisational domains. Four concepts drive everything the app does.

3.1 The seven capability domains

#	Domain	Core metric
1	Strategy & Direction	% of strategic objectives with a named owner and tracked outcomes
2	Decision-Making Quality	Decision reversal or rework rate
3	Risk & Resilience	% of critical risks with treatments that reduce risk to target
4	Execution & Operational Control	On-time, on-budget delivery rate for material initiatives
5	People Leadership & Culture	Voluntary turnover in critical roles
6	Learning & Improvement	Repeat incidents or repeat failures
7	Governance & Accountability	% of material issues closed on time (audit, reviews, incidents)

Every domain is assessed the same way, so results are comparable across domains, across business units, and over time.[3]

3.2 The E1–E3 evidence ladder

Each domain is examined through three evidence tiers, answered **Yes / Partially / No**:[3]

Tier	Question it answers	What it proves
E1 — Exists	Does a defined organisational process exist?	Documented intent — the framework, policy, or process is in place
E2 — Enabled	Are people given the resources, authority, information, and roles to apply it?	The capability is equipped to operate, not merely written down
E3 — Executed	Does evidence show it has actually been executed in practice?	Demonstrated performance — decisions changed, outcomes delivered

The ladder is what separates Calibrate from a compliance checklist. An organisation can score E1-Yes on every domain and still be fragile, because frameworks and policies exist but tracking and demonstrated outcomes are missing. The ladder makes that gap visible.

3.3 The N/P/L/F maturity scale

Each domain is scored for current maturity and target maturity on a four-level scale:

Level	Name	What it looks like
N	Absent	No defined process exists; nothing to assess
P	Ad hoc	Informal, inconsistent, person-dependent
L	Defined	Process documented and applied consistently
F	Operational	Embedded, measured, and demonstrably driving outcomes

The four levels carry a fixed colour convention in all Calibrate output:[4] **N — Absent** (red/terracotta), **P — Ad hoc** (amber), **L — Defined** (teal/blue), **F — Operational** (green). Amber is reserved for in-progress and needs-attention states.

3.4 Evidence strength

Every maturity rating is accompanied by an **evidence strength** rating — **Strong / Mixed (Moderate) / Weak** — reflecting how well supported the rating is.[4]

Two rules govern its use:

1. Evidence strength always sits **next to** the maturity level it supports, never on its own.
2. It is never presented as a maturity level itself. *"How mature"* and *"how well-evidenced"* are different questions, and the reports keep them separate.

> **Tip.** A domain can be rated L — Defined on Weak evidence (you have seen the process but cannot verify it runs). That is an honest, useful finding: the rating stands, and the evidence-strength flag tells the reader how much confidence to place in it.

4. Getting started

4.1 Download the app

Calibrate Capability is available on the **Apple App Store**:

- App Store page: https://apps.apple.com/au/app/calibrate-capability/id6759160398
- Short link (used on marketing QR codes): https://apple.co/4BRo3HJ

Requirements:

- iPhone or iPod touch: iOS 15.6 or later
- iPad: iPadOS 15.6 or later
- Mac: macOS 12.5 or later with Apple silicon (M1 or later)
- Apple Vision: visionOS 1.0 or later

The app is free to download, with subscriptions and in-app purchases available. English language, Business category.[1]

4.2 Choose your assessment posture

Before purchasing, decide what you want out of this assessment round. Calibrate offers three postures:

Posture	Term	Best for
Snapshot	1 month	A one-off, rapid view — a single-domain review or a quick cross-domain scan
Baseline + Review	3 months	Establish a defensible baseline, then run one reassessment to measure movement
Improvement Programme	12 months	A full improvement cycle: baseline, act on the roadmap, and reassess up to four times to track progress

A first-time user with a serious improvement agenda should generally start with **Baseline + Review** — it produces the evidence-based baseline and the comparison that makes the second round meaningful.

4.3 Set up your workspace

1. Open Calibrate and sign in with the account that will own the assessment. This is the **account holder** — the person responsible for reviewing and releasing reports.
2. Create your **workspace** — the container for one assessment programme (typically one organisation or business unit).
3. Invite **contributors** if others will submit domain worksheets or evidence. Team plans allow up to 25 contributors per workspace; Starter plans allow up to 9.
4. Confirm your subscription is active for the workspace.

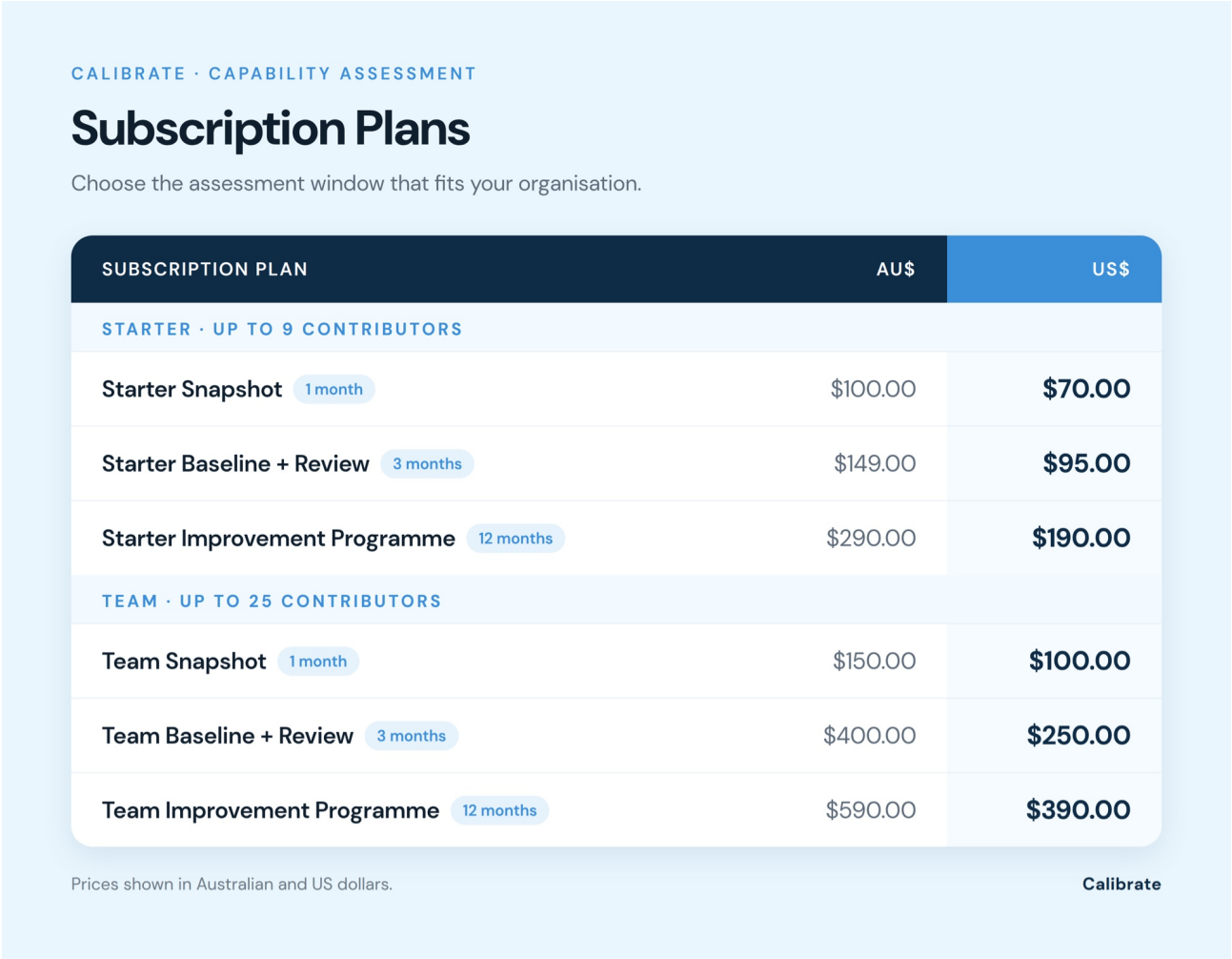
4.4 Understand the account-holder role

Calibrate's reports are **AI-drafted and reviewed by the account holder before release**. You — the account holder — are the quality gate. Nothing goes to a client or a leadership group until you have checked the ratings, the evidence notes, and the anonymisation. Section 12 covers what to check.

5. Plans and pricing

5.1 Subscription plans

Running team workspaces requires an auto-renewing Calibrate subscription. **Starter** and **Team** plans are available, billed monthly, quarterly, or annually. Website subscription prices, effective **9 November 2026**, are:[2,6]



Calibrate subscription plans — Starter and Team, in Australian and US dollars (effective 9 November 2026).

	Starter: 1 month	Starter: 3 months	Starter: 12 months	Team: 1 month	Team: 3 months	Team: 12 months
Posture	Snapshot	Baseline + Review	Improvement Programme	Snapshot	Baseline + Review	Improvement Programme
Price (USD)	70	95	190	100	250	390
Active workspaces	1	1	1	1	2	3
Contributors per workspace	Up to 9	Up to 9	Up to 9	Up to 25	Up to 25	Up to 25
Reassessments per workspace	0	1	4	0	1	4
Admin seats	1	1	1	1	2	3
Portfolio reporting	Basic	Basic	Basic	Basic	Standard	Standard

In-app purchases (billed through the App Store) are listed separately — for example, Starter Snapshot at USD 100, Starter Baseline + Review at USD 149, Team Baseline + Review at USD 400, and the Starter and Team Improvement Programmes at USD 290 and USD 590. The App Store listing always shows the current in-app prices.

5.2 How billing works

- Payment is charged to your **Apple ID** account when the purchase is confirmed.
- Subscriptions **renew automatically** unless cancelled at least **24 hours before the end of the current period**.
- You can manage or cancel subscriptions in your Apple ID account settings after purchase.[1]

> **Tip.** If your reassessment cadence is quarterly, the 12-month Improvement Programme with four reassessments is materially better value than four separate Snapshots — and it keeps the assessment structure consistent across rounds, which makes trend comparison far easier.

6. Planning your assessment

A little planning before you open the app makes the whole cycle faster and more defensible.

6.1 Define the scope

Decide and record:

- **Organisation or business units in scope** — the whole organisation, or specific functions?
- **Domains in scope** — all seven, or a focused subset? A single-domain rapid review is legitimate; a shallow seven-domain review is usually worse than a deep three-domain one.
- **Assessment period** — what window of performance does the evidence cover?
- **Who contributes** — which roles will provide evidence and domain worksheets?

6.2 Map to standards (optional but powerful)

Calibrate lets you map the domains in scope to relevant standards, including **ISO 22301** (business continuity), **ISO 31000** (risk), **ISO 9001** (quality), and **ISO 14001** (environmental management), among others. This means one assessment can serve double duty: a capability maturity review *and* evidence toward certification or audit readiness.[1] Record the mappings when you set up the domains, so the reports can reference them.

6.3 Plan the evidence gathering

The Universal Framework draws on four evidence sources:

1. **Documents** — plans, policies, registers, terms of reference, procedures
2. **Interviews** — structured conversations with owners and practitioners
3. **Records** — minutes, decision logs, action registers, performance reports
4. **Performance data** — the metrics that show whether execution is real

For each domain in scope, ask: who owns this, what would E1/E2/E3 evidence look like here, and what can we realistically collect in the assessment window?

6.4 Set expectations about targets

You will score both **current** and **target** maturity for each domain. Targets are set per organisation, per cycle — but good targets share traits:

- They are **evidence-tier aware**: moving from P to L usually means closing E1/E2 gaps; moving from L to F means producing E3 evidence.
- They are **realistic within the cycle**: a target of F across all seven domains in one quarter is a wish, not a target.
- They are **owned**: each gap-to-target has a named owner and a date in the action register.

7. The five-step workflow

The assessment flow in Calibrate covers five elements, worked through domain by domain.[1]

Step 1 — Capability domains

Select the domains in scope and map them to relevant standards (ISO 22301, ISO 31000, ISO 9001, ISO 14001, and others). Decide your depth: single-domain rapid review or comprehensive cross-domain evaluation.

Step 2 — Performance evidence

For each domain, record evidence against the three tiers:

- **E1 (Exists)** — evidence the capability is established
- **E2 (Enabled)** — evidence it is effectively applied in practice
- **E3 (Executed)** — evidence it is embedded as a demonstrated outcome

Each tier is answered **Yes / Partially / No**, with supporting evidence notes. This is the heart of the assessment — the notes you write here become the evidence base the reports are built on.

Writing good evidence notes. The strongest notes are specific, sourced, and neutral:

- Good: *"12 of 14 strategic objectives have at least one KPI with a defined measure, target and baseline; documented in the performance framework."*
- Good: *"Board minute 12/2025: under-performance on the retention objective (NPS and churn KPIs) used as the basis to increase CX programme funding and pause two lower-impact initiatives."*
- Weak: *"Strategy seems well managed."* (No source, no specifics, no tier.)

Ask yourself: could a stranger read this note, find the document, and reach the same rating?

Attestation as an alternative evidence source. When a document cannot be provided, an accountable person's attestation can serve as evidence — but the report marks the finding **"assessed on attestation, not independently verified."** Use it sparingly and flag it honestly.

Step 3 — Evidence strength

Rate the quality of the evidence for the domain as **Strong**, **Mixed**, or **Weak**. This rating travels with the maturity score into the heatmap and both reports. Rate the evidence you actually saw — not the evidence you assume exists.

Step 4 — Current maturity

Score where the capability sits **today** on the N/P/L/F scale: Absent, Ad hoc, Defined, Operational. Anchor the score in your E1/E2/E3 answers — the tier structure exists precisely to stop maturity ratings drifting away from evidence.

A common pattern to recognise: strong E1, partial E2, weak E3 means the honest score is usually **P — Ad hoc** or a low **L — Defined**, not F, whatever the policy shelf suggests.

Step 5 — Target maturity

Define the level the organisation is aiming to reach. Record it alongside current maturity so the gap analysis and roadmap in the reports can be generated. Note what evidence is missing to reach the next level — the reports call this the **gap to target** for each domain.

The round in three moves

If you want the shape of the whole cycle in one line each:

1. **Assess** — capture E1/E2/E3 evidence, rate strength, score current and target maturity.
2. **Submit** — the structured assessment becomes the submission the app synthesises.
3. **Compare & learn** — read the heatmap, the cross-cutting patterns, and the priority roadmap; then reassess and track progress.

8. Domain reference guide

For each domain, the core metric, the three evidence-tier questions, and what good evidence looks like. Use this as a desk reference while completing Step 2.

Domain 1 — Strategy & Direction

Metric: % of strategic objectives with a named owner and tracked outcomes

- **E1:** Does a defined organisational process exist for establishing, prioritising, and assigning strategic objectives?
- **E2:** Are objectives supported by defined measures, targets, and regular performance tracking?
- **E3:** Have objectives demonstrably driven real decisions (funding changes, reprioritisation, stopping initiatives)?

Look for: an approved strategic plan with a planning cycle; a documented methodology (Balanced Scorecard, OKRs); objective registers with named single owners; KPIs with baselines and targets; quarterly performance reports with RAG status; Board or Executive minutes where objective performance changed funding or scope.

Domain 2 — Decision-Making Quality

Metric: Decision reversal or rework rate

- **E1:** Does a defined organisational decision-making framework exist (authority levels, criteria, escalation)?
- **E2:** Are decision-makers trained and supported to apply the framework consistently?
- **E3:** Is there evidence that decisions are made once, stick, and rarely require reversal or rework?

Look for: delegation and authority schedules; decision templates and criteria; escalation paths; records of decisions that were revisited or undone and why.

Domain 3 — Risk & Resilience

Metric: % of critical risks with treatments that reduce risk to target

- **E1:** Does a defined organisational process exist for identifying, assessing, and managing risks?
- **E2:** Are treatments defined, resourced, and linked to risk targets or tolerances?
- **E3:** Have treatments demonstrably reduced risk exposure in practice (not just on paper)?

Look for: a current risk register with named owners; treatment plans with resources and dates; tolerance statements; evidence that exposure actually moved after treatment.

Domain 4 — Execution & Operational Control

Metric: On-time, on-budget delivery rate for material initiatives

- **E1:** Does a defined organisational framework exist for planning, governing, and controlling delivery of material initiatives?
- **E2:** Are teams equipped with governance, reporting, and corrective mechanisms?
- **E3:** Do initiatives consistently deliver outcomes within agreed time and cost tolerances?

Look for: delivery governance (stage gates, tolerances); regular status reporting with corrective action; delivery performance data over multiple initiatives, not one showcase project.

Domain 5 — People Leadership & Culture

Metric: Voluntary turnover in critical roles

- **E1:** Does a defined organisational framework exist for managing critical roles, capability, and succession?
- **E2:** Are leaders equipped to recruit, develop, and retain people in those roles?
- **E3:** Is voluntary turnover in critical roles demonstrably controlled and within tolerance?

Look for: critical-role identification; succession plans; development programmes with completion evidence; turnover data for the roles that matter, with commentary on causes.

Domain 6 — Learning & Improvement

Metric: Repeat incidents or repeat failures

- **E1:** Does a defined organisational process exist for learning from incidents, failures, and reviews?
- **E2:** Are root cause analysis and improvement mechanisms consistently applied?
- **E3:** Is there evidence that lessons learned have reduced repeat incidents or failures?

Look for: incident and review procedures; root cause analysis records; improvement actions closed out; trend data showing the same failure is not recurring.

Domain 7 — Governance & Accountability

Metric: % of material issues closed on time (audit, reviews, incidents)

- **E1:** Do defined governance roles, accountabilities, and issue management processes exist?
- **E2:** Are issue owners supported with authority, tracking, and escalation mechanisms?
- **E3:** Are material issues reliably closed on time, with consequences for non-closure?

Look for: terms of reference with clear accountabilities; issue registers with owners and dates; escalation records; closure-rate data and consequences where issues run overdue.

> **Deeper reference material.** The full evidence expectations and worked example notes for every domain are in the companion **Universal Framework — Domain Evidence Guidebook**, available from the Capability Assessment page at https://disasterresilience.consulting/capability-assessment/.

9. From assessment to reports

One evidence base. Two reports. Every completed assessment cycle produces two editions, generated from the same underlying data — so the story never diverges between what the assessors saw and what the leadership group sees.[4]

9.1 Part 1 — The Full Assessment Report

The complete picture, built domain by domain from every E1/E2/E3 answer and evidence note submitted that cycle:

1. **Executive Summary** — the headline maturity story in one page: overall level, the two or three domains furthest ahead, the two or three furthest behind, and the single most important thing to do next.
2. **Assessment Context & Coverage** — what was assessed, which business units took part, how evidence was gathered, and a coverage rate so the reader can judge completeness at a glance.
3. **Capability Maturity Heatmap** — the seven domains plotted against the four maturity levels (N–Absent, P–Ad hoc, L–Defined, F–Operational), each with a current marker, a target marker, and an evidence-strength rating.
4. **Domain-by-Domain Findings** — one identically structured section per domain: current maturity level with one-line description; E1/E2/E3 answers and evidence notes; the gap to target; representative anonymised evidence excerpts.
5. **Cross-Cutting Patterns** — pattern and frequency analysis across all seven domains, surfaced automatically — for example, "six of seven domains score E1-Yes but E2/E3-Partial or No: frameworks and policies exist, but tracking and demonstrated outcomes are the common gap."
6. **Maturity Gap Analysis** — current versus target per domain, ranked by size of gap and criticality, with the specific evidence tier responsible for each gap called out.
7. **Priority Actions & Roadmap** — a deduplicated action register (domain, evidence tier addressed, owner, target date, priority), sequenced logically — E1 gaps close before E2, because E2/E3 evidence is meaningless without the foundational process it tracks.
8. **Recommendations & Next Steps** — which domains to prioritise next cycle, what evidence to start collecting now, and a suggested reassessment cadence.
9. **Appendix — Evidence Base** — the full anonymised evidence register, organised by domain and evidence tier, for tracing any rating back to its source submissions.

9.2 Part 2 — The Executive Leadership Briefing

A tightened version of the same analysis — same heatmap, same gaps, same priority actions — scoped to what a leadership group needs to make decisions quickly:

1. One-page maturity heatmap (current versus target, all seven domains)
2. Top strengths and top gaps (three each, evidence-tier attributed)
3. Cross-cutting pattern summary (condensed)
4. Priority roadmap (domain, priority, target date, owner role only)
5. Confidentiality statement

The heatmap and roadmap carry over **unchanged** from the full report — leadership sees the same picture the assessors saw, without the evidence appendix.

9.3 The account-holder review

Both reports are **AI-drafted**. Before releasing either one, the account holder reviews:

- Every maturity rating against its E1/E2/E3 evidence
- Every evidence excerpt for anonymisation (Section 12)
- The honesty of the headline summary (Section 12.4)
- Whether attestation-based findings are correctly marked

You are the quality gate. The AI does the synthesis; you do the judgement.

10. Acting on the results

An assessment that ends in a PDF is a waste of evidence. The report is designed to start work, not end it.

10.1 Work the roadmap in tier order

The priority actions and roadmap are deliberately sequenced: **close E1 gaps before E2, and E2 before E3.** Higher-tier evidence is meaningless without the foundational process it tracks. Resist the temptation to chase the interesting E3 work first.

10.2 Assign owners and dates

Every action in the register carries a domain, an evidence tier, an owner, a target date, and a priority. Treat these as commitments, not suggestions — the next assessment round will test them.

10.3 Collect evidence as you go

Start collecting the evidence the next round will need **now** — the report's Recommendations section tells you what. A reassessment that has to retro-fit twelve months of evidence gathering is slower and weaker than one that captured it in flight.

10.4 Reassess on a cadence

Use your reassessment quota (one on Baseline + Review; four on an Improvement Programme) to run the same structure repeatedly. Comparing heatmaps across cycles is where Calibrate earns its keep: recurring patterns, genuine movement, and a defensible answer to "are we actually improving?"

Round after round is the product's promise: baseline, act, reassess, and track improvement from baseline to reassessment.

11. Using Calibrate with Candid Cycle

Calibrate and Candid Cycle are strong products in their own right, and they are deliberately stronger together.

Candid Cycle structures team debriefs and reviews — retrospectives, project close-outs, service reviews — collecting confidential participant feedback and generating consolidated reports with key learnings and prioritised action registers.[5] (https://candidcycle.com)

The natural pairing:

1. **Run a Candid Cycle review** — the team debrief surfaces what people actually experience: friction points, recurring issues, themes.
2. **Let the themes guide the Calibrate scope** — recurring Candid Cycle themes inform which capability domains Calibrate should assess, rather than starting from leadership assumptions about where the problems are.
3. **Test the themes against evidence** — Calibrate's E1/E2/E3 assessment checks whether the felt issues reflect genuine capability gaps, how deep they go, and what to do about them.
4. **Feed the results back** — Calibrate's roadmap gives the next Candid Cycle review something concrete to discuss; the next debrief tests whether the fixes landed.

The pairing keeps each product strong independently: Candid Cycle hears what matters from the people doing the work; Calibrate tests it against evidence.

12. Trust, privacy, and honest reporting

Four commitments are built into Calibrate's reports. Check each one during the account-holder review.

12.1 Anonymous by design

No names or identifying roles appear anywhere in the reports. Every evidence excerpt is labelled **"Anonymised submission excerpt"** and is never attributed to an individual or team.

12.2 Evidence grouped by domain and tier — never by contributor

Patterns stay visible without anyone's individual submission being singled out.

12.3 A confidentiality statement on every cycle

Each report carries a front-of-report confidentiality statement, so readers always know the rules were followed.

12.4 Honest ratings

No inflated single "maturity score" headline unless the evidence genuinely supports one across all three tiers. Where a Yes/Partially/No breakdown is more accurate, that is what the report shows. The same honesty applies to attestation-based findings: they are marked **"assessed on attestation, not independently verified."**

12.5 Data handling

Per the App Store privacy listing, the developer indicates the app may collect data linked to your identity for app functionality — purchase history, email address, user content, and user identifiers.[1] Check the current privacy policy at https://disasterresilience.consulting/privacy-policy/ and the terms of use at https://disasterresilience.consulting/terms-of-use/.

13. Tips and common pitfalls

Do

- Anchor every maturity rating in explicit E1/E2/E3 answers — the ladder is your defence against optimism.
- Write evidence notes a stranger could verify: source, date, specifics.
- Use a single-domain rapid review when you only need one answer; depth beats breadth.
- Keep the same domain scoping across rounds so heatmaps compare cleanly.
- Set targets that name the missing evidence tier, not just the level.

Avoid

- Scoring F — Operational because the policy library is impressive (that is an E1 pattern, not an E3 one).
- Allowing attestation to quietly stand in for documents without the attestation marking.
- Skipping the evidence-strength rating — it is what makes "Defined" trustworthy or provisional.
- Changing scope mid-cycle — finish the round, then re-scope.
- Releasing an AI-drafted report without the account-holder review.

Common patterns worth knowing

- *"E1-Yes everywhere, E2/E3-Partial or No"* — frameworks exist, tracking and outcomes don't. The most common finding in first baselines.
- *High current scores on Weak evidence* — the heatmap will show it; don't hide it, fix the evidence base next round.
- *The same missing artefact recurring across domains* (a register, a review cadence, a named owner) — the cross-cutting patterns section will surface it; fix it once, not seven times.

14. Frequently asked questions

Is Calibrate a compliance tool? No. Calibrate is a capability tool. Compliance asks whether a policy exists; Calibrate asks whether the capability actually works — established, enabled, and executed.

How many domains should I assess? As many as you can evidence properly in the cycle. One domain deeply is a legitimate rapid review; seven domains shallowly usually produces weak ratings and weak evidence strength.

Can Calibrate support ISO certification work? Yes — domains can be mapped to standards including ISO 22301, ISO 31000, ISO 9001, and ISO 14001, so one assessment can double as certification evidence.

What is the difference between the two reports? The Full Assessment Report is the complete picture with the evidence appendix. The Executive Leadership Briefing is the same analysis condensed for

decision-makers — same heatmap, same roadmap, no appendix.

Who sees the raw evidence notes? The account holder. Report readers see anonymised, theme-grouped excerpts only.

What if a client cannot provide a document? An accountable person's attestation can serve as evidence, with the finding marked "assessed on attestation, not independently verified."

Can I use Calibrate for my own organisation, not a client? Yes — the workflow is identical; you are simply the account holder and the client.

Do I have to reassess? No, but the improvement story only appears when you do. Baseline + Review and Improvement Programme plans include reassessment quotas for exactly this reason.

Is my data anonymous in the reports? Yes — anonymous by design: no names or identifying roles, evidence grouped by domain and tier, a confidentiality statement on every cycle.

How do I cancel? Subscriptions renew automatically unless cancelled at least 24 hours before the end of the current period; manage or cancel in Apple ID account settings.

15. Glossary

Term	Meaning
Capability domain	One of the seven organisational domains assessed by the Universal Framework
E1 — Exists	Evidence tier: a defined process exists
E2 — Enabled	Evidence tier: people are equipped (resources, authority, information, roles) to apply it
E3 — Executed	Evidence tier: demonstrated outcomes in practice
N/P/L/F	Maturity scale — Absent / Ad hoc / Defined / Operational
Evidence strength	Strong / Mixed / Weak — how well supported a rating is; never a maturity level itself
Current maturity	Where the capability sits today
Target maturity	The level the organisation is aiming to reach
Gap to target	What evidence is missing to reach the next maturity level
Heatmap	Seven domains × four maturity levels, with current and target markers and evidence strength
Workspace	The container for one assessment programme
Contributor	Someone invited to submit domain worksheets and evidence within a workspace
Account holder	The person who owns the workspace and reviews AI-drafted reports before release
Posture	Assessment approach: Snapshot, Baseline + Review, or Improvement Programme
Reassessment	A repeat assessment against the baseline, used to track improvement
Candid Cycle	Companion product for structured debriefs and anonymous team reviews

16. Support and sources

Product and purchase

- Calibrate Capability on the App Store: https://apps.apple.com/au/app/calibrate-capability/id6759160398
- Short link / QR destination: https://apple.co/4BRo3HJ
- Capability Assessment page (method, reports, pricing): https://disasterresilience.consulting/capability-assessment/
- Terms of use: https://disasterresilience.consulting/terms-of-use/
- Privacy policy: https://disasterresilience.consulting/privacy-policy/

Companion materials

- Universal Framework — Domain Evidence Guidebook (PDF, from the Capability Assessment page)
- Capability Assessment — Phase Three Report Framework (PDF, from the Capability Assessment page)
- Candid Cycle — structured debriefing platform and client user manual: https://candidcycle.com

Sources

1. Calibrate Capability — App Store listing
https://apps.apple.com/au/app/calibrate-capability/id6759160398

2. Capability Assessment — John Salter Consulting Services
https://disasterresilience.consulting/capability-assessment/

3. Universal Framework — Domain Evidence Guidebook (PDF)
https://disasterresilience.consulting/wp-content/uploads/2026/08/universal-framework-e28094-domain-evidence-guidebook-1.pdf

4. Capability Assessment — Phase Three Report Framework (PDF)
https://disasterresilience.consulting/wp-content/uploads/2026/08/capability-assessment-e28094-phase-three-report-framework.pdf

5. Candid Cycle — structured debriefing platform
https://candidcycle.com

6. Calibrate subscription plans (pricing image, effective 9 November 2026)
https://disasterresilience.consulting/wp-content/uploads/2026/11/img_8005-1.jpg

Source notes for this guidebook

This guidebook was drafted from the following materials: the Calibrate Capability App Store listing (workflow, features, subscriptions, requirements); the Capability Assessment page at disasterresilience.consulting (Universal Framework in practice, two-report structure, subscription prices from 9 November 2026); the Universal Framework Domain Evidence Guidebook (domain metrics, E1/E2/E3 evidence questions and examples); the Capability Assessment Phase Three Report Framework (report structures, brand and trust conventions); and the Calibrate promotional video (round-based Reflect–Submit–Compare & learn cycle, reassessment positioning).

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