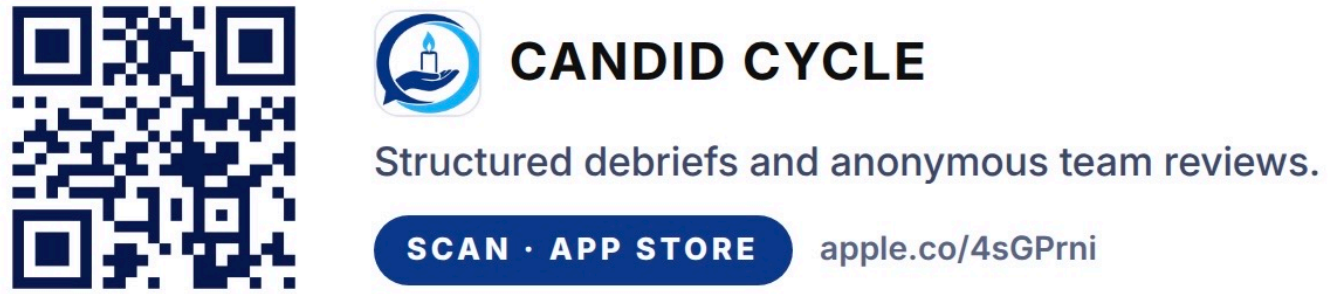
Continuous Improvement

Hear it. Prove it. Improve it. Repeat.

Most organisations already know improvement matters. Keeping it going is the hard part. A review gets done, a report gets written, and too often that's where it stops.

Candid Cycle and Calibrate Capability are built to keep improvement going. **Candid Cycle captures what your people know. Calibrate proves what your organisation can do.** Each one answers the question the other leaves open.
That's why they fit hand in glove.

Candid Cycle is the voice. It runs structured, anonymous debriefs. Contributors don't need an account or the app. It turns their reflections into recurring themes: what happened, what worked, and what you learned.

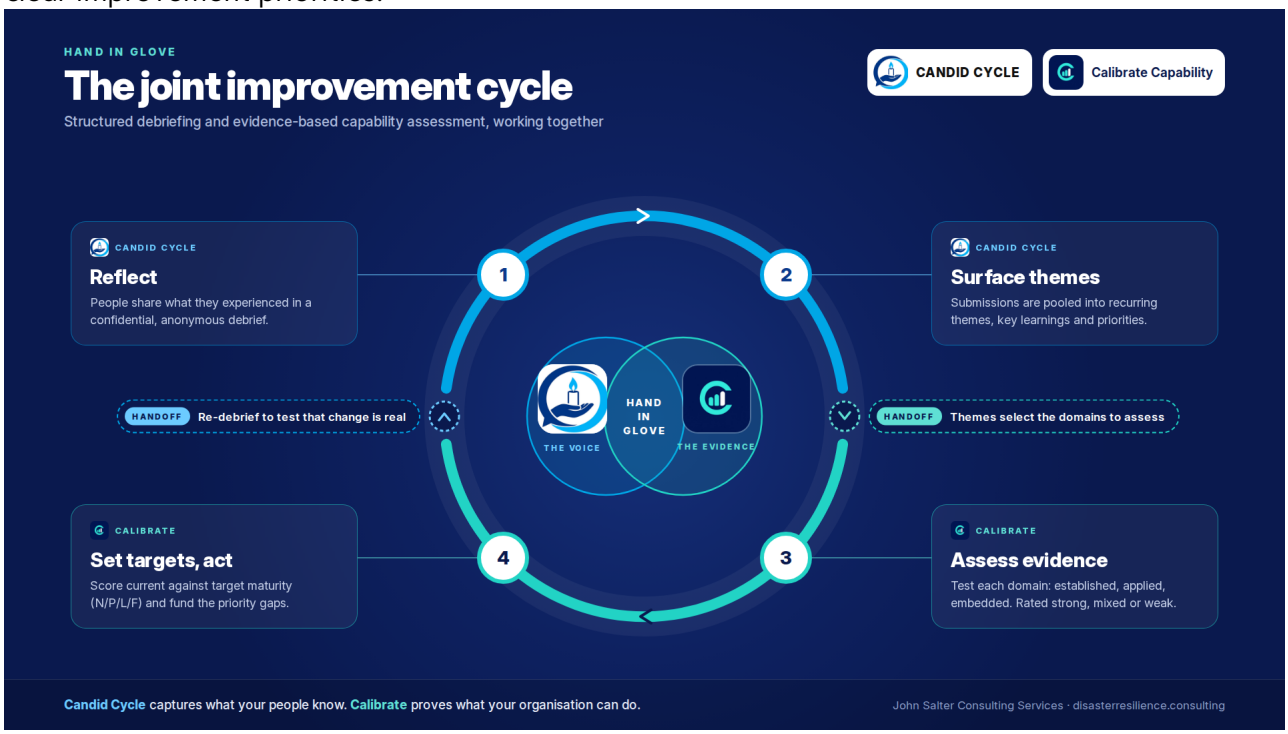


Calibrate is the evidence. It tests those themes against documents, practice and outcomes. That lets you tell a genuine capability gap from a one-off frustration. It also shows whether a capability exists, is enabled and is executed. Each capability domain is placed on a four-level maturity scale:
N – Absent: the capability isn't in place.
P – Ad hoc: it happens, but it depends on individuals and isn't consistent.
L – Defined: it's documented and agreed, but not yet fully embedded.
F – Operational: it's applied in practice and embedded in how the organisation works.
Calibrate records a current and a target level for each domain, so you can see how far it sits from where it needs to be.



Together they form one loop:

1. **Reflect.** Your team gives its views in an anonymous debrief.
2. **Surface themes.** Recurring patterns come out of what people actually said, not what leadership assumes.
3. **Assess evidence.** Each capability domain that matters is rated strong, mixed or weak against real performance evidence.
4. **Set targets and act.** You compare current and target maturity on the N/P/L/F scale and set clear improvement priorities.



Then you debrief again. The next cycle tests whether the change was real, and the loop starts over.

Both tools use the same governance model. Reports are drafted by AI and reviewed by you before release, so boards and executives get one consistent, accountable process. You can start small with a free personal Candid Cycle review or a Calibrate rapid review of one domain. When you're ready, scale up to team cycles and a full assessment across domains.

Continuous improvement isn't a one-off event. It's a cycle you can measure.