

FOR · OPERA AMERICA ATTENDEES

# Take 2 Minutes to check in with yourself.

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— OR ENTER MANUALLY —

[compass.artandsoulconsulting.com](https://compass.artandsoulconsulting.com)

TEAM CODE

**OPERA26**



Compass · a team truth tool by Art & Soul Consulting

# Why I Built Compass

*Helping creative teams tell the truth early.  
AI is just the newest elephant in the room.*

Kira Troilo · Art & Soul Consulting

HOSTED BY

**OPERA**  
**AMERICA** **OPERA**DELAWARE

WHAT I DO

Help creative teams tell the truth early.  
Name the elephant in the room.

*“AI is just the newest elephant.”*

THE PIVOT

*I stopped asking, “Which tools should I use?”*

*I started asking,*

**“What problems do I want to solve?”**

# Inside the Compass Card

*What you get after two minutes.*

## Your Compass Card: Protect Energy

### Mirror

Here's what I'm hearing: you are delivering high-quality work in this mid-process stretch, but you're doing so by overfunctioning while carrying a heavy external backpack. Your commitment to Craft & Excellence is steady, but your sense of Contribution is dipping because the workload is currently outpacing your sustainability boundaries.

### Aim: reset

### Tool: Stoplight System

1. Identify which parts of the current process feel Green (sustainable), Yellow (strained/need adjustment), or Red (stoppage needed).
2. Label the 'creeping expectations' as a Yellow light before they become a Red burnout.
3. Share your status with a collaborator to recalibrate the pace for the next phase.

### Boundary Rule

If a request falls outside our agreed-on channel or hours, I will acknowledge it during the next scheduled session rather than responding immediately.

### Next Step (24 hours)

Send a calendar invite or message to your point person requesting a 15-minute check-in with a short 3-bullet agenda focused on scope and sustainability.

### Watch-Out

Watch for 'perfectionism as a shield'—you may find yourself over-polishing work to compensate for feeling overwhelmed, which only accelerates the crash risk.

*Take care of yourself.*

### Script (to a peer/collaborator)

*"I'm fully committed to the quality of this work, but I've noticed the scope is starting to creep beyond our original agreement. To keep my contribution at its best, I need to stick to the primary channels for notes—can we keep feedback direct and in the agreed channel so it doesn't splinter or travel secondhand?"*

### Script (to a leader/point person)

*"I'd like to request a 15-minute check-in to discuss our mid-process alignment. I'm delivering what's needed, but my reserves are low and I want to ensure this pace is sustainable for the long haul. If we add new tasks this week, what are we adjusting—scope, complexity, or timing? Also, can we revisit what we agreed to on hours so the work doesn't quietly expand?"*

Trained on five years of Art & Soul frameworks. Not generic AI advice.

*The thing I'd say to you in the room, scaled.*

# How I Built It

*Built by a theater person. Three tools, no engineering team, five years of human work.*

## Claude

### Brainstormed

Used five years of Art & Soul context to translate human work into a tool spec. Asked AI to help me understand AI.

## Lovable

### Built

Pasted clear instructions. Iterated with words, not code.

## Airtable

### Backed

Privacy-first. No emails stored. Aggregate trends only, so leaders can see what's happening in their group.

# Start Here

*Three things to try this week.*

## **1** Use your Compass card.

Treat what you got as a starting point. Bandwidth. Values. What you carry today.

## **2** Ask one question.

“If I could clear one obstacle out of my way of creating, what would it be?”

## **3** Start practicing.

Individuals: an hour a week. Leaders: make space for your team to rehearse the conversations that happen offstage. Agree on what’s on the table. Learn together. (I help teams do this.)

We know how to rehearse scripts and scores.  
We have less practice with the rehearsals  
that happen behind the scenes.

AI needs more of us in the room.  
*Building it. Not just using it.*

YOUR INVITATION

*Use Compass with your team.*  
*Take the Silence Tax audit. It's free.*  
*Join Paola and me on June 10 for Soul & System.*

