



Don Eash Coaching

PRECRASTINATION PROFILE

THE RIGHT ALTITUDE · TIMING SERIES

Your Precrastination Diagnostic

Jordan Hale

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YOUR ZONE

Redline

Total score: 98 of 120

The pattern at 98 out of 120 is this: Jordan, your day is structured around completion, and the completion is the point. Not the outcome it produces, not the strategy it advances — the act of finishing, closing, clearing, responding. You are running at Redline, which means speed and responsiveness are no longer tools you pick up — they are the operating system everything else runs on. Strategic work gets scheduled, then bumped, then rescheduled, then bumped again — and the day ends full of done things and short on the ones that actually mattered. At this score, slowing down does not feel like a choice. It feels like a character flaw.

THE SHAPE OF YOUR URGENCY

The five categories of your assessment, scored side by side. The loudest one — the category where the data clusters highest — is highlighted. That's the one driving the rest of the document.



Each category is scored from 0 to 24, with 24 being loudest. Total possible: 120.

YOUR CATEGORIES

Each category read at your specific score — what it means at this level, what it drives, and what it costs.

URGENCY RESPONSE — 20/24

OPEN LOOP INTOLERANCE — 20/24

PRIORITY DISPLACEMENT — 22/24

CONTROL PATTERN — 20/24

BUSY PERFORMANCE — 16/24

YOUR LOUDEST CATEGORY: PRIORITY DISPLACEMENT

Priority Displacement at 22 out of 24 is the loudest signal in this profile — and when it's running on a Relief engine, the cost is specific: the tasks that feel best to finish are almost never the ones most worth finishing. The strategic work gets crowded out not because Jordan doesn't care about it, but because the tactical items offer something the strategic ones cannot — a clean, immediate sense of done.

A 22 out of 24 on Priority Displacement means tactical completion is not just competing with strategic work — it is winning. Consistently. The inbox gets cleared before the important email gets written. The quick deliverable lands before the long-term initiative moves. The meeting gets prepped, the report gets finished, the request gets handled — and the hour set aside for strategic thinking gets quietly reassigned to things that feel more urgent, more concrete, and more satisfying to complete. This is not a time management problem. It is a reward system problem. The brain has learned what feels good, and it has been optimizing for that feeling for a long time.

The cost is not visible on any single day. One displaced strategic hour doesn't feel like a career-defining loss — it feels like a reasonable trade given everything that needed to get done. But at 22 out of 24, this is not occasional. This is the default. Over weeks and months, it means the work that would actually compound — the thinking, the positioning, the relationship building, the long-game decisions — keeps getting deferred to a later that rarely arrives. Someone else is doing that work. Someone else is getting seen doing that work. And Jordan is finishing things that needed to get finished while the higher-order opportunities quietly pass.

HOW THEY COMPOUND

When Priority Displacement at 22, Urgency Response at 20, and Open Loop Intolerance at 20 run together, the compound effect is a closed loop that self-reinforces constantly. The urgency response pulls Jordan toward whatever arrives next. The open loop intolerance makes it painful to leave that new thing unaddressed. And priority displacement means the resolution of those smaller loops happens at the direct expense of the work that was already on the agenda. Each mechanism would be manageable in isolation — but together, they create a system that is nearly impossible to override without deliberate structure. The inbox triggers the urgency response, the open loop pressure demands closure, and the displacement happens automatically. By the time Jordan recognizes the pattern in a given moment, the tactical task is already half done.

THE SPEED AUDIT

YOUR ENGINE: RELIEF

Relief at 13 out of 15 — this is the primary engine, and it's a specific one. Relief is not anxiety dressed up as productivity, and it's not about what other people think. It's neurological. The brain learned at some point — probably early, probably in an environment where completing things was the way to feel okay — that finishing a task produces a release. Not pride, not satisfaction in the usual sense. Relief. The pressure lifts. The loop closes. The body unclenches, briefly, before the next open loop opens. That feeling is a powerful teacher, and Jordan has been practicing it for years.

What makes Relief a particularly durable engine is that it doesn't require external reinforcement to keep running. It runs on internal reward. The faster the completion, the faster the relief, the more the brain associates speed with safety. This is why high-urgency moments — a full inbox, a stack of pending tasks, a day with no clear closure — feel truly threatening, not just annoying. Relief-driven precrastinators don't race through tasks to impress anyone. They do it because waiting feels physiologically uncomfortable, and doing feels like the cure.

The secondary engines deepen and sustain what Relief starts. Anxiety at 12 out of 15 means that when completion doesn't bring full relief, the underlying uncertainty fills the gap — which sends Jordan back to the task list looking for the next thing to resolve. Control at 11 out of 15 means that delegation rarely produces the same sense of closure, because the outcome is no longer in direct view, and that ambiguity feeds the loop. Identity at 11 out of 15 adds a quieter layer: even without an audience, there's a version of self-image built on being someone who handles things quickly and completely. Together, these three engines ensure that when the Relief cycle slows, there's always another engine ready to push the pace forward.

SHRINKING IT 10%

1. Step 1 — Name the relief moment. When you notice the pull to act on something immediately, pause just long enough to say, internally: 'I'm about to get relief from finishing this.' Naming the mechanism begins to create distance from it. You don't have to stop. Just see it.
2. Step 2 — Rate it before you start it. Before acting on any task that wasn't already planned, assign it a number: 1 (tactical, low-value), 2 (needed but not urgent), 3 (strategic, high-leverage). If it's a 1, it waits — no matter how much relief finishing it would provide.

- Step 3 — Build a different completion ritual for strategic work. The brain needs something to close the loop on. Create a concrete end-marker for strategic work — a sentence written, a decision noted, a next step named. Give the brain a 'done signal' it can recognize, so strategic time starts producing relief too.

That's the 10%. It feels small. It isn't.

THE PAUSE PRACTICE

The practice for a Relief engine is not about slowing down globally — it's about inserting a specific moment of friction between the impulse and the action. Before starting any unplanned task, any immediate reply, any quick detour from what was already on the agenda — stop, and write it down in a 'Later List.' Not a decision list, not a priority matrix. A simple list of things the brain wants to do right now that will not happen right now. The act of writing it provides a partial close — the loop is acknowledged, the item is captured, the pressure drops slightly. This gives the brain just enough relief to let the impulse pass without acting on it.

WHAT'S GOING TO RESIST

What Relief fights back with is intensity. When Jordan doesn't act immediately, the discomfort doesn't plateau — it spikes. The open loop gets louder. The urge to just handle it — it will only take two minutes — grows quickly and starts making logical-sounding arguments for why acting now is actually the strategic choice. This is the engine talking. The two-minute task rarely takes two minutes, and even when it does, the attention cost of breaking focus is larger than the time cost. The practice holds — but only if Jordan is willing to sit in the spike without immediately resolving it.

Defend the practice for two weeks before you change anything else.

THE PRIORITY TRACKER

Your mind will tell you the speed is necessary. The data won't lie.

Each day for two weeks, track two numbers: the number of unplanned tasks completed before noon, and the number of minutes spent on the week's highest-priority strategic work. That's it. Not a full time audit, not a task categorization system. Just those two data points, recorded at the end of each morning. The goal is not to hit a target — it's to see what the ratio actually is, because most leaders at this score significantly underestimate how often tactical work displaces strategic work until they look at two weeks of data side by side.

WHAT YOU'LL SEE

What typically surfaces in week one is the gap between what Jordan believes is happening and what is actually happening. The unplanned task count will likely be higher than expected. The strategic minutes will likely be lower — and on some days, will be zero.

WHAT FIGHTS THE DATA

The tracking itself will feel like a task to complete — which means Relief will try to gamify it. The data is only useful if Jordan looks at it honestly, not optimistically. The number on the worst days is the signal worth listening to.

THE TIMING WORKSHEET

This is the section you're going to fill out. Not later. Now.

The Timing Worksheet is not about managing time more efficiently. Jordan is already efficient. This worksheet is about changing when things happen — which means actively choosing to let some things wait, protecting specific time for strategic work before anything else can displace it, and delegating without re-entering the loop. These three commitments sound simple. At 98 out of 120, none of them will feel simple. Each one directly targets the Relief engine by forcing Jordan to sit with an open loop, an uncertain outcome, or an unresolved task — and let the discomfort exist without resolving it prematurely.

LET ONE THING WAIT

Identify one item each day — a reply, a task, a decision — that the Relief engine wants to close immediately, and let it wait until tomorrow. Not indefinitely. One day. The practice is not about deprioritizing the task — it's about proving that the discomfort of waiting is survivable, and that the outcome is often no worse for the delay.

What I'm letting sit:

How long I'm letting it sit:

What I expect to feel while it waits:

PROTECT ONE STRATEGIC HOUR

Block one hour each day that is reserved for the current week's highest-priority strategic work, and treat that block as the one commitment that cannot be displaced. Not the first available hour — the first hour of the day, before the inbox opens, before the requests arrive. Strategic work does not get done in the margins. It requires the hour that Jordan currently gives to everything else.

What I'm using the hour for:

When it's blocked (day and time):

What I'm not allowed to do during it (email, Slack, quick tasks):

DELEGATE WITHOUT FOLLOWING UP

What I'm delegating:

Who owns it:

When I'm allowed to check in (not before):

THE FIRST 30 DAYS

WEEK 1

Week 1 is about mapping the actual pattern of Priority Displacement — not estimating it, not assuming it, but seeing it in the data. Jordan needs to know what is actually getting displaced, how often, and at what time of day the tactical wins are happening at the expense of strategic work.

1. Item 1 — Start the two-number daily tracker: unplanned tasks completed before noon, and strategic work minutes. Record both at the end of each morning without editing or explaining the data to yourself.
2. Item 2 — At the end of each day, identify the one strategic item that did not happen. Write one sentence about what displaced it. Pattern recognition starts here.
3. Item 3 — Name this week's single most important strategic output — not a task list, one output — and write it on a visible surface before Monday morning begins.

The discomfort this week will be seeing the data without doing anything about it yet. That's the point. The Relief engine will want to fix the pattern immediately. Let it wait.

By Friday: Do you know what displaced your strategic work each day? Can you name the trigger? That's the only win that matters this week.

WEEK 2

Week 2 introduces the first structural intervention — protecting the strategic hour before the inbox opens. This is where the tracker data from Week 1 becomes the argument for the change.

1. Item 1 — Block 7:00–8:00 AM (or the first working hour) every day this week as strategic-only time. No email, no messages, no 'quick checks.' The calendar holds this block before anything else can.
2. Item 2 — Apply the Later List practice. Before starting any unplanned task, write it down first. Complete a maximum of two items from the list each day. The rest waits.
3. Item 3 — Identify one item to delegate fully this week — assign it cleanly, communicate the expectation, and set a single check-in point at the deadline, not before.

The strategic hour will feel slow and uncomfortable, especially early in the week. That is the Relief engine in withdrawal. The discomfort is the sign the practice is working, not failing.

By Friday: Did the strategic hour hold every day, or did it get displaced? Which day was hardest, and what took it?

WEEK 3

Week 3 is about reinforcing what's working and directly targeting Open Loop Intolerance — specifically the habit of closing loops that are not yet ready to be closed.

1. Item 1 — Each morning, identify one open loop — a pending decision, a message that could be answered, a task at 80 percent — and deliberately leave it open for 24 hours. Note the discomfort. Do not resolve it early.
2. Item 2 — Review last week's delegation. Resist any impulse to check in before the agreed deadline. If the deadline has not passed, the loop stays open.
3. Item 3 — Protect the strategic hour. This week, end each protected hour by writing one sentence: what moved, what didn't, and what the next hour of strategic work needs to produce.

The open-loop tolerance practice will be the hardest thing on this list for most people at this score. The brain will argue that checking in is just being responsible. It is not. It is the Control engine protecting its territory.

By Friday: Were you able to hold one open loop for 24 hours each day? What did you notice about the discomfort arc — did it peak and drop, or did it stay constant?

WEEK 4

Week 4 is consolidation — less about adding new practices and more about making deliberate choices about which of the last three weeks' patterns to carry forward permanently.

1. Item 1 — Review four weeks of tracker data. Identify the clearest pattern: what type of task displaces strategic work most consistently, and at what time of day. Name it specifically.
2. Item 2 — Write a one-paragraph operating agreement for yourself — when strategic work happens, what protects it, and what does not get your immediate response regardless of how it arrives.
3. Item 3 — Identify one person on your team to whom you will extend a meaningful delegation this month — not a simple task, a real responsibility. Assign it without a follow-up schedule. Trust the system.

The operating agreement is not a goal statement. It is a set of specific behavioral rules that Jordan has now earned the data to write. It should name the triggers, the defaults, and the exceptions.

By the end of week four: Does the strategic hour feel different than it did on day one? The answer to that question tells you more about progress than any metric.

AFTER 30 DAYS

This profile gives Jordan a specific, accurate picture of the pattern — but a picture is not the same as change, and thirty days of structured practice is not the same as understanding where the engine came from. A coach or therapist can help you get to what the plan cannot.

Relief as a primary engine usually has roots that predate the career — environments where doing was the way to stay safe, where finishing things was how you earned your place. The plan addresses the behavior. The deeper work is understanding what the Relief is actually responding to, and what it was originally protecting against. That is not a coaching conversation that happens in a single session — but it is the conversation that makes the behavioral changes stick long after the thirty days end. Without it, the pace may slow temporarily, then return, because the engine is still running beneath the surface.

Your access code is valid for 365 days. You can retake up to 3 times within that window — the first retake lands best after you've worked the 30-day plan. Each retake builds a comparison against everything in this document.

If the data says the practice isn't reaching the engine, that's not failure. It's information. A coach or therapist can help you get to what the plan can't.

— Don