

FOR COMMUNITY LEADERS

Run your community on Proof.

Your group already trusts you. This is how to turn that trust into a place where your members show how they actually work — and get read by the people who hire for how they think. No résumé.

WHAT YOUR MEMBERS GET

- A place to log real work, not polish a résumé
- Read by people who hire for how you think
- Your eyes on their work — and real tasks
- Peers who can see and learn from each other

WHAT YOU GET

- You mentor with evidence, not guesswork
- You hand out real tasks and see who runs
- Credit when a member is hired through Proof
- A community people want to be picked for

THE WORK

Three verbs. That's the whole habit.

Your members write short logs — a few lines a night. Every log is one of three things. Teach these three words and you've taught the whole thing.

BUILT

What they **made or shipped** today.

STUCK

Where they're **blocked** — **and why** they think they are.

DECIDED

A **call they made**, and the trade-off they took.

THE CHEAT CODE • TELL YOUR TEAM THIS

STUCK and DECIDED are what get read. Anyone can list what they built — how you *think* through a problem is the part people who hire actually want to see.

~~A résumé~~



Real work, read by real people

THE RHYTHM

Short. One entry. Often.

A line a night beats a page a month. **Consistency over months is the one thing nobody can fake** — it's the proof under Proof.

YOUR FOUR MOVES

Your members log. **You do four things.**

You don't have to read everything every day. But a community grows when the leader shows up. These four moves are the whole job.

- 1 **READ** Read their logs. In a week you'll know how each person actually thinks — better than any CV told you.
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- 2 **TASK** Hand a **real task** to someone who looks ready. Watching them take it on tells you more than any test.
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- 3 **PULL FORWARD** The ones who show up and log, pull forward — a read, a harder task, a word to people you know.
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- 4 **SHARPEN** Challenge the **thinking, not the person**. “Why this, not that?” A good question beats a correction.

WHY IT PAYS OFF FOR YOU

When a member is hired through Proof, your community is named for it. Your standing as someone who *builds* people grows — backed by who you've shaped, not by headcount.

THE FIRST WEEK

- 1 Share your invite link with the group. Whoever opens it joins you — no sign-up forms.
- 2 Ask everyone to write **one** log. One. The first one is the hard one.
- 3 Reply to each — even one line. Being read is why people come back.
- 4 Hand one person a real task. Let the group see it happen.

THE WEEKLY LOOP

Read



Respond



Assign



Notice who's consistent

DON'T

- × **Don't grade or red-pen.** Most people write like they're still learning to. Appreciate that they wrote; guide by example, never by correction.
- × **Don't promise jobs.** The honest claim is "get read," never "get hired." Promise what you can keep.
- × **Don't edit their words.** Their writing is the evidence. Only the author changes it.
- × **No streaks, points, or leaderboards.** They turn honesty into a scoreboard, and the writing goes fake.

MAKING THE MOST OF IT LOOKS LIKE

**Your members get read · get real tasks · get pulled forward.
Your community gets the credit when they land. That's the whole loop.**