
What combination of role, authority, history, and culture is shaping this person now?

Reader Map: How The Tools Fit Together

You do not need to remember every framework at once.

Use the book in this order:

1. **Visible behaviour** - What are people doing or not doing?
2. **Hidden protection** - What are they protecting?
3. **Missing bridge** - Which gap is stopping movement?
4. **Next move** - What conversation, handoff, or rhythm must change?
5. **Proof** - What will show that movement has improved?

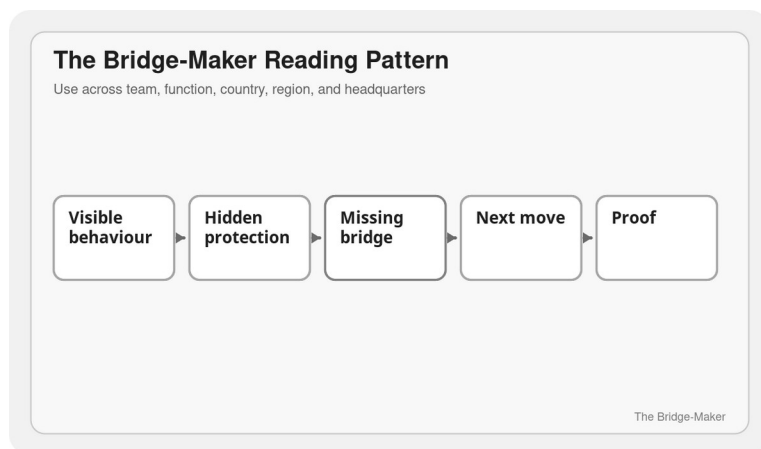


Figure 1: The Bridge-Maker Reading Pattern

The tools fit into that pattern.

BRIDGE is the master spine of the book.

- **B - Buyer Decision** asks what commitment people have not yet bought.
- **R - Relationship And Culture** uses the Gap Map, kampung, and culture lenses to diagnose the human pressure.
- **I - Invisible Leadership** uses the Five Lenses to read influence, silence, and protection.
- **D - Doing And Done** turns the issue into behaviour people can see.
- **G - Growth Transfer** makes learning return to the workplace.
- **E - Execution Rhythm** gives the bridge an owner, date, handoff, and review.

The other tools sit under BRIDGE.

- **Gap Map** helps you diagnose the issue.
- **FACE** helps you handle the conversation.
- **Kampung** helps you build the culture around the work.
- **Research lenses** help you understand the background without labelling people.