

THE VISIBILITY LEDGER

A seven-day count for the one who gives everything and hasn't been seen yet.

UNSTUCK: RISE AND BUILD™

Power • Love • Discipline

Bobby "BK" Lockhart

START HERE

Effort was never your problem.

Visibility was.

You already work hard. Nobody has to tell you to try. You are the one who shows up, gives one hundred percent even when it lands at eighty, makes no excuses — and watches the seat go to someone with half the reps.

So the advice to work harder is not just useless. It is insulting.

Here is the actual problem. Your best work erases its own evidence. The disaster you prevented generates no report. The escalation you defused produces no email. The night everything gets caught looks identical to the night nothing was coming.

Prevention does not announce itself. Somebody has to announce it.

Before you say it — this is not about becoming a self-promoter.

Self-promotion is claiming credit you did not earn. Visibility is making earned work legible to the people who decide. Those are opposite acts. One inflates. The other reports.

A leader who cannot name what his people prevented cannot defend them, cannot fund them, and cannot promote them. That is true of your team. It is also true of you.

This Ledger runs seven days. Day one takes four minutes.

Most people quit at day three. Not because it is hard — because the count is honest, and the honest count stings.

Run it anyway.

PART ONE — THE COUNT

For seven days, write one line per day: something you did that no one who decides anything ever saw.

Rules: no editorializing, no justifying, no ranking. Write the fact. Move on. Four minutes.

DAY	WHAT I DID THAT NO DECISION-MAKER SAW	WHO COULD HAVE USED KNOWING IT
1		
2		
3		
4		
5		
6		
7		

At the end of seven days, count the lines in column three that name the same person twice.

That is not a coincidence. That is the person who should already know, and does not. Part three is about them.

PART TWO — THE ONE SENTENCE

The count tells you what is invisible. This tells you why it stays that way.

Most people cannot say what they do in one sentence without apologizing inside it. They hedge, they minimize, they attach a disclaimer. “I kind of handle the...” “I just help with...”

An apology inside the sentence teaches the listener the work is small.

Build yours in three parts — no hedge, no ask.

- Who you lead or what you carry — with a number in it.
- What that work protects or produces — concrete, not abstract.
- Who it serves — named.

Examples:

“I lead fifty people across three shifts. We keep a hospital clean enough to operate in. When we do it right, nobody ever hears about us.”

“I run scheduling for four units. My job is making sure that when someone calls out at 4 AM, the floor still runs.”

“I train every new tech who comes through this building. Ninety percent of them are still here a year later.”

Write yours. Then read it out loud. If you flinch, the hedge is still in it — cut the hedge, not the claim.

Say it once to each person who should know it. Once per person. Never repeat it to the same person — repetition is what turns reporting into promotion.

PART THREE — THE RUNG

A count in a notebook changes nothing. It has to be said out loud, in a room where a decision gets made.

Once a week. One place. That is the entire practice.

It is not a presentation. It is one sentence dropped where it belongs:

“We caught four of those last month. Here is what it would have cost if we had not.”

“That is the third time this quarter. I have the dates.”

“My team absorbed that. I want it on the record before we plan next quarter.”

Where the rung goes — pick one and write the date:

Three rules:

- Facts and dates, never feelings. “Four times, here are the dates” lands. “We are stretched thin” does not.
- Name the team, not yourself. Credit that travels down comes back up.
- Once a week. More reads as a campaign, and a campaign gets discounted.

THE CLOSE

Recognition may come late.

It may not come at all.

This Ledger will make your work legible. It will not guarantee that anyone acts on it. Some rooms are not going to answer, no matter how clearly you report.

So here is the part that has to be settled before you start, because it decides whether any of this holds:

If your standard depends on recognition, it was never your standard.

Run the count because an accurate record of your own work is worth having. Say the sentence because an apology inside it teaches people to discount you. Place the rung because a leader who cannot name what his team prevented cannot defend them.

Do those three things whether or not the room answers. That is what makes the standard yours — and a standard that belongs to you cannot be withheld by anyone.

Seven days. Four minutes a day.

Start tonight.

When you finish the seven days, write back and tell me your number.

info@lockhartlegacygroup.com • unstuckriseandbuild.com

UNSTUCK: RISE AND BUILD™ • Power • Love • Discipline