

The 4E Discipline of Intelligent Work.

Four conditions. All four must hold.

**E1****EXPECTATION**

Standards

CAPABILITY ROLE

Sets observable proficiency definitions.

JUDGMENT ROLE

Defines the judgment standards that distinguish expert performance from procedural compliance.

**E2****ENABLEMENT**

Grounded Support

CAPABILITY ROLE

Delivers structured development through full modality portfolio.

JUDGMENT ROLE

Designs judgment development through practice, calibration, structured experience.

**E3****EVIDENCE**

Decision Signal

CAPABILITY ROLE

Demonstrates capability gaps closing.

JUDGMENT ROLE

Proves judgment quality is measurably improving.

**E4****ENDURANCE**

Sustainable Growth

CAPABILITY ROLE

Sequences skill development with business demand.

JUDGMENT ROLE

Sustains judgment development as ongoing discipline.

Expectation calibrates · Enablement grounds · Evidence earns · Endurance protects