

PACT™

Perception Check + Pause • Activate Awareness • Conscious Choice • Test & Tune

NovaQuest Coaching Signature PACT™ Leadership Framework:

PACT™ is a NovaQuest Coaching signature leadership framework that helps leaders intentionally disrupt automaticity, including but not limited to unexamined perceptual frames, internal narratives, habit loops, and urgency bias, enabling more conscious, values-aligned leadership in the present moment anchored in behavioral integrity.

Think of **PACT™** as a leadership PACT or contract you make with yourself to show up in the moments that matter most with intentionality and active awareness.

PACT™ guides you through **Perception Check + Pause, Activate Awareness, Conscious Choice, and Test & Tune** so you can end your quiet loyalty to an outdated version of yourself and emerge as a more conscious and impactful leader.

How PACT™ Leadership Framework Works:

P – Perception Check + Pause

Notice how you are perceiving and interpreting the moment and add a deliberate pause at that perception to disrupt automaticity/unconscious thinking and behaviors, such as perceptual frames, internal narratives, habit loops, and urgency bias patterns.

A – Activate Awareness

Use the **Power of deliberate Pause** to notice your internal state and the external environment, what is truly happening in you, between you, and around you, by observing the data and information present, the assumptions you are making, and the meaning you are assigning to the moment.

C – Conscious Choice

From that awareness and **Reality Check-In**, consciously choose how you want to show up and what you will do next, in intentional alignment with your values and the impact you intend to create.

T – Test & Tune

Act on your conscious choice, then notice the impact in real time. Ask yourself if you created the experience you intended. Use that feedback to adjust how you show up as a leader, realigning your strengths and behaviors, so you stay in behavioral integrity and grow into the leader you intend to become in the next conscious moment, continually preparing for what comes next as this framework becomes part of your ethos.